

## Coup d'envoi des audiences

EN 2001, l'ACPPU intensifiera son travail de sensibilisation en lançant, à Halifax, les 9 et 10 mars, la première tranche d'une série d'audiences publiques pancanadiennes sur la situation de l'enseignement postsecondaire au Canada.

Le forum de Halifax, parrainé par l'ACPPU et les associations de professeurs des universités Dalhousie, Saint Mary's, Mount Saint Vincent, le Nova Scotia College of Art and Design, et l'Atlantic School of Theology, permettra aux professeurs, étudiants, syndicats et groupes communautaires d'évaluer les problèmes auxquels font face leurs établissements d'enseignement et de proposer des solutions pour que les collèges et les universités puissent remplir leur mission publique.

« Les universités et collèges du Canada sont aux prises avec de multiples crises », explique le président de l'ACPPU. « L'accessibilité et le coût des études postsecondaires, les conséquences de la commercialisation et la manière dont nos établissements sont dirigés sont des questions de plus en plus préoccupantes. Les professeurs, les étudiants, le personnel et la population doivent se faire entendre pour que nous puissions trouver des solutions adéquates. »

Le forum débutera le 9 mars par une visite guidée des campus à l'intention des politiciens et des journalistes de la région. Cette visite a pour but de leur montrer les répercussions des compressions budgétaires des gouvernements sur les installations, les infrastructures et le nombre d'étudiants par classe.

En soirée, une activité publique, mettant en vedette Dalton Camp, célèbre commentateur et chroniqueur politique, aura lieu à l'Université Dalhousie. Les audiences s'ouvriront le lendemain à l'Université Saint Mary's.

Le rapport des audiences, accompagné de recommandations, sera soumis aux politiciens provinciaux et fédéraux de la région.

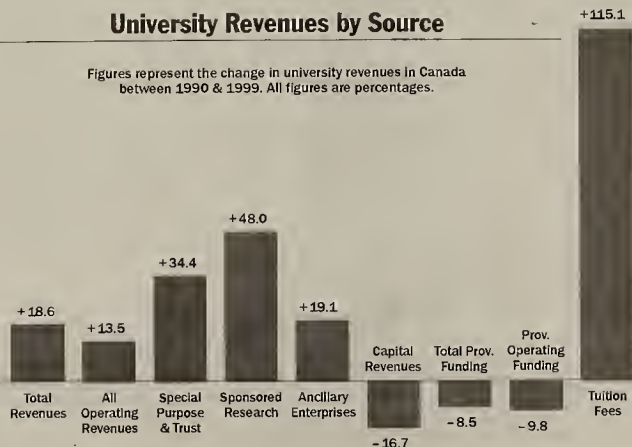
« Je tiens à inviter chaque association à envisager de collaborer avec nous pour tenir des audiences dans leur collectivité au cours de la prochaine année », ajoute M. Booth. « Ces audiences représentent une rare occasion pour les membres du milieu universitaire et la population en général d'entamer un dialogue sur l'avenir de notre système d'enseignement postsecondaire. » ■

Traduit de l'article « Cross-Country Hearings Start in Halifax ».

## Our Universities Facing 'Creeping Privatization'

### University Revenues by Source

Figures represent the change in university revenues in Canada between 1990 & 1999. All figures are percentages.



THE Canadian university is quickly becoming less a public institution and more a private one, concludes the current issue of CAUT's *Education Review*.

Based on the latest figures available on university finances, the report finds that universities and university colleges have increasingly come to rely less on public funding and more on private revenues to sustain their operations.

In fiscal 1999, university revenues reached an all-time high of \$12.4 billion — an increase, unadjusted for inflation, of 4.5 per cent over the previous year. However, rising tuition revenues and income from private donations and contracts continue to outpace increases in public funding.

The study points out that tuition income rose 6.8 per cent in 1999 while total provincial grants to universities increased just 2.1 per cent.

As has been the trend in recent years, the greatest source of gains in university revenues was for sponsored research, 12.5 per cent higher in 1999 than in 1998. This was largely due to significant increases in federal research funding and in private research contracts.

Since 1990, the study shows, total university revenues in Canada have grown by more than 18 per cent when adjusted for inflation. Most of these gains can be attributed to increases in tuition revenues (115 per cent), sponsored research revenues (48 per cent), and special purpose and trust fund income (34 per cent). Over the same period, total provincial funding fell by more than 8 per cent and provincial operating funding declined by almost 10 per cent.

CAUT president Tom Booth noted the decline in core funding and the rapid growth in sponsored research revenues reflects a broader change in public policy that is leading to widening revenue gaps between institutions.

"Governments have been reluctant to boost general operating revenues which benefit all universities, and have instead targeted funding toward sponsored research which benefits Canada's largest and most research-intensive universities," he said. "Smaller undergraduate teaching institutions have not experienced the same revenue growth as the larger research universities. There is emerging a two-tier university system in which teaching is clearly not a priority for public investment."

The report also notes that as a share of total university revenues, government grants and contracts now make up just 55.3 per cent of all revenues, down from 69 per cent as recently as 1990. By contrast, fees paid by students now constitute more than 20 per cent of all revenues and 32 per cent of operating revenues, compared to just 11 per cent and 17 per cent respectively in 1990.

Meanwhile, university expenditures on salaries continue to shrink as a share of total expenditures — falling from a high of 74.2 per cent of non-capital expenditure in 1976 to their now lowest level of 66.1 per cent in 1999. Academic salaries for instruction and non-sponsored research now represent just 25.7 per cent of total expenditures, down from 26.7 per cent in 1998.

Booth said primary responsibility for these developments lies with governments, but that university administrators have also contributed to this shift toward an increasingly privatized system of post-secondary education.

"A renewed commitment on the part of governments to adequately fund universities and colleges is urgently needed," he said. "But university administrators must also make a commitment to reinvest in human resources and to ensure that post-secondary education is affordable and accessible." ■

CAUT's *Education Review* (Vol. 3, No. 1, *Creeping Privatization: University Finances, 1998-1999*) is available at [www.caut.ca](http://www.caut.ca).

## Cross-Country Hearings Start in Halifax

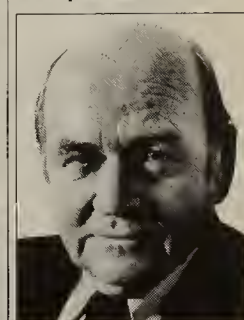
CAUT is stepping up its campaign work in 2001 with the launch in Halifax on Mar. 9-10 of the first in a series of cross-country hearings on the state of post-secondary education in Canada.

The Halifax forum — sponsored by CAUT and the faculty associations at Dalhousie, Saint Mary's, Mount Saint Vincent, the Nova Scotia College of Art and Design, and the Atlantic School of Theology — will provide faculty, students, and local labour and community groups with the opportunity to assess the problems confronting their institutions and to suggest ways to ensure universities and colleges can fulfill their public mission.

"Canada's universities and colleges face a number of crises," explained CAUT president Tom Booth. "There are growing concerns about accessibility and cost, about the impacts of commercialization, and about how our institutions are governed. Finding solutions to these problems will require that the voices of faculty, students, staff, and the larger public be heard."

The forum will begin on Mar. 9 with a guided tour of the campuses for local politicians and journalists. The visits are intended to visibly highlight the impacts of public funding cuts on facilities, infrastructure and class sizes. The tour will be followed by a public event at Dalhousie University in the evening, featuring noted political commentator and columnist Dalton Camp. The next day, community hearings will be conducted at Saint Mary's University.

A written report of the hearing, with recommendations, will be presented to local provincial and federal politicians. ■



Dalton Camp

*Our Universities.  
Our Future.*

### THRONE SPEECH

Liberal's plans will jeopardize the integrity of research.

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Troubled times for academic freedom in New Zealand.

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# CAUT ACPPU BULLETIN

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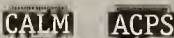
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## LETTERS COURRIER

### Flip-Flopping on Education

I feel like a John Ibbison coupon clipper. Over the past two years I've been collecting the *Globe and Mail* columnist's articles on education, and fittingly, they are very instructive. Occasionally insightful and always bombastic, they are the basis for lively discussions about the direction of schools and universities in Ontario. They are also filled with glaring contradictions that must leave readers scratching their heads about what's going on inside Ibbison's.

On Apr. 26, 1999, when he was still working for the *National Post*, Ibbison wrote a column exposing and denouncing the plans for public education outlined in a report by the Ontario Jobs and Investment Board, headed by a key advisor to Premier Mike Harris. The board proposed turning universities into blunt instruments of provincial economic policy. Ibbison was not impressed.

"The autonomous liberal-arts university is in its last days," he wrote. "Welcome the provincially-controlled, market-sensitive, advanced polytechnic that will replace it." Such a scheme would "sacrifice our humanities programs on the altar of economic advantage [and] surrender our civilization to our economy."

Couldn't have said it better myself, I thought, and I pasted Mr. Ibbison's column on my bulletin board.

On Feb. 28, 2000, he again castigated the Ontario government for spending virtually all of its new funding for higher education on market-oriented programs such as business, computer science and engineering. On the heels of the restructuring of elementary and secondary schooling these policies fully exposed the Tories' narrow educational vision. "Rather than expanding the mind, education will now train it," lamented Ibbison.

But by the end of the year, as if bitten belatedly by the millennium bug, the author was singing a different tune.

On Dec. 14, in an article on the York University teaching assistants strike, he jumped on the anti-liberal education bandwagon by condemning York's research centres in the humanities and social sciences and by mocking students who were interested in "feminist research," "practical ethics," and "work society" and so on. "If it is humanly possible to graduate with a university degree and still be unable to find a job," he inaccurately concluded, "these are the sorts of courses that will do it." He now recommended that York get with the Tory program by emphasizing business, engineering and health sciences.

On Jan. 9, 2001, Ibbison's conversion to the Common Sense Revolution appeared complete. Educational changes which he had previously found ghastly were now essential. "Vital reforms in primary and secondary education by the Mike Harris government have been frustrated by the teachers unions. Attempts to force the province's 18 public universities to reorient their teaching to the imperatives of the job market have led to strikes at York, McMaster University, University of Toronto, and York again." He enthused over private education, and praised the government for resolving "to expose the public universities to the disciplines of the market."

What does this turnaround mean? One could conclude, sympathetically, that Ibbison is demonstrating remarkable mental agility by clinging to totally incongruous ideas at the same time — or that he doesn't remember what he wrote a year ago — or that he is suffering from the pressure of producing copy for deadline. All I know is that he's giving me a headache and I'm no longer tacking his columns to my bulletin board.

PAUL AXELROD  
Social Science, York University

### Miller & Kornberg Articles Commendable

The publication of an article by Sarah Miller of Queen's University on deregulation of fees back to back with that of Nobel Laureate Arthur Kornberg (*Bulletin*, December 2000) is certainly to be commended. The first, articulate and concise, the second reflective and prognostic, provide university students, faculty, administration, and staff choice information as they proceed in their daily tasks. Both are posted on our bulletin board outside our research laboratories.

VICTOR SNEICKUS  
Chemistry, Queen's University

### Law Commission Report Gives Short Shrift to Research Funding Issue

In his review of the Law Commission of Canada report entitled *The Governance of Health Research Involving Human Subjects* (Michael MacDonald et al), Patrick O'Neill writes: "The study gives short shrift to the problems associated with funding of research by private industry" (*Bulletin*, January 2001).

At the same time, MacDonald, the lead researcher, is reported to comment that "one of the striking conclusions of the study is the discrepancy between ideals expressed in policy and the actual arrangements for accountability and effectiveness of governance in this area."

I wonder whether the lead researcher should not apply his striking conclusion to his own study's discrepancy between ideal — academic research that subordinates itself to no vested interest — and practice — a study of the ethics of health research which pays no studied attention to the increasing control of health research by for-profit pharmaceutical corporations.

It is not as if this distortive influence on medical research is not well known, as the Nancy Olivieri case made clear. It is not even as if this for-profit financing of medical research by private pharmaceutical interests is not now recognized as a clear danger by the most eminent academic authorities.

In the very same issue of the *Bulletin*, for example, Harvard University's faculty of medicine is reported to be defending "the integrity of its medical science" against "entrepreneurial zeal [which] threatens to blur the lines between university research and product promotion." Harvard's ethical policy now prescribes unprecedentedly rigorous conflict-of-interest policies that prohibit researchers from financial involvement in their research.

One wonders why MacDonald gave such "short shrift" to perhaps the gravest problem facing the academy today — the financial control over scientific research by private corporations whose ruling interest is not advancement and dissemination of knowledge and learning, but maximization of the monetary wealth of their stockholders.

Could it be that the ideological conflation of these opposed values now structures even the professional work of Canadian ethical researchers? A striking conclusion indeed.

JOHN MCMURTRY  
Philosophy, University of Guelph

## Carleton Teaching Assistants Win!

TEACHING assistants at Carleton University won a stunning victory hours before their strike deadline on Jan. 31. In addition to wage increases of 3.5 per cent in the first year and 4 per cent in the second, their new agreement provides for tuition increase protection.

They also won intellectual property protection assuring teaching and research assistants rights to the work they do as bargaining unit members proportionate to their participation in a project. This includes authorship rights, copyright, and profits from commercializable research.

They gained agreement to a jointly administered employee assistance fund to provide support for child care and extended health insurance coverage. In addition, the administration signed a letter of intent guaranteeing that the impact of the double cohort on class size will be discussed at a joint consultation committee and a recommendation from this committee will be made no later than May 2002.

At an emergency general meeting just prior to the strike deadline, the Carleton University Academic Staff Association

(CUASA) voted unanimously to support the CUPE 4600 bargaining unit by urging their members to refuse to do the work of the striking assistants and to press to make sure no student suffered any academic penalties as a result of the strike. CUASA had made preparations to move their office off campus and to mobilize members to join the picket line.

Aalya Ahmad, president of CUPE Local 4600, expressed delight at their victory.

"We were willing to put our jobs on the line to prove our commitment to affordable, quality public education. Now we can stand up and say we have a tuition fee assistance plan. That's what we went in for and that's what we got," Ahmad stated.

Carleton's tuition increase protection plan provides a rebate to teaching assistants equal to 75 per cent of any increase in tuition up to 2 per cent each year. During negotiations the dean of graduate studies gave assurances that tuition would not be allowed to rise more than 2 per cent in each year of the collective agreement. ■





## President's Column

### The Evolution of University Governance

By TOM BOOTH

IN the 35 years since the Duff-Berdahl report (*University Governance in Canada*), governance in Canadian universities has changed. It is interesting to document the changes that have occurred.

Three benchmarks in the history of our organization can be effectively used to demonstrate the evolutionary pathway. These include the 1966 Duff-Berdahl report, the 1993 report of the Independent Study Group on University Governance (ISGUG), and events of the past two years.

Recommendations of the Duff-Berdahl report were constructed at a time when universities were publicly funded for the most part and "... internal university government (was) not significantly affected by federal programmes." The principles of university autonomy and shared governance appear throughout the report. Clear-cut suggestion that the board has final authority on fiscal matters and the senate on educational matters is strongly advanced. The authors also recognize the board to have a strong legal role in advancing university autonomy.

The ISGUG report further championed the need for the board to protect institutional autonomy and the role of the senate in collegial academic decision-making. The authors recommended that the principal responsibility of the board was "... the task of mediating between the university on the one hand and its many publics on the other." Significantly increased government-appointed corporate representation on boards was noted. ISGUG also recommended better communication between the senate and the board, suggesting that one or two members of the board sit on the senate.

Since the ISGUG report, board representation on the senate has been implemented in various institutions. One problem is that many senates, or senate-like bodies, hover around only 50 per cent elected members, and appointment of further non-elected members only raises concerns. Representation by academic staff on boards has been eroded with either reduction in number of academics elected to the board or the addition of more government-

appointed members. To further complicate matters, the roles of the board and the senate have been increasingly cross-wired. This is in part due to the fusion of the secretariats of the two bodies into a single secretariat designed to serve both academic and fiscal/managerial/corporate activities of the institution.

Over the past two years events indicate that shared governance and collegial decision-making are gravely endangered. Increasingly, boards are departing from their important historical roles and overstepping into the recognized ambit of the senate, sometimes disregarding or ignoring the university's most senior academic body. In the last year the CAUT Bulletin has chronicled just such a case at Trent University.

Senates employ, depend on, and embody shared governance and collegial decision-making. Where and when these principles are devalued senates are diminished, moving our universities ever closer to a corporate management model. Top-down governance structures have long been recognized to be harmful in academic settings. Structures allowing faculty members and other academic staff to control educational decisions are vital to maintenance of the integrity and quality of the university. Top-down governance structures also serve outside interests that would turn universities into academic enterprise providers for the private sector. To continue to insist on top-down management and suppression of shared governance and collegial decision-making is to run the risk of serious damage to the structure and function of the university and to diminish the quality of higher education.

One of the most important achievements of our faculty associations since the release of the Duff-Berdahl report is the contribution made to increased collegiality on our campuses through negotiation of collective agreements. While senates should remain the embodiments of shared academic governance and the commons of collegial practice and ideals, faculty associations may have to find other routes to insure these principles if senate powers continue to be diminished.

## Homework!

### Numbering on the Octahedral Die

An ordinary die is a cube whose faces are numbered from one to six. But dice can have other shapes. An octahedral die is the shape of a regular octahedron (formed by gluing two square-based pyramids together) which has eight triangular faces, with four of them meeting at each of its six vertices. Show how the faces can be numbered from one to eight, inclusive, in such a way that the sum of the numbers of the four faces joining at each vertex is always the same. It might help to begin by deciding what that sum should be.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

## Quebec Government Announces Tax Break for Foreign Profs

THE government of Quebec is offering five-year income tax holidays in an effort to lure foreign academics in information technology, engineering, health sciences and finance to take jobs at the province's universities.

Officials claim the tax enticement is needed to help universities "bolster their ability to recruit professors" and to reverse an alleged brain drain.

But the plan was announced the same day a new report was issued that casts doubts on the link between tax levels and the loss of highly educated and skilled Canadians to the United States.

Ross Finnie, a research fellow and adjunct professor at Queen's University's school of policy studies, says it's not true there are "great hordes of Canadians leaving en masse" and there are not "great swaths being cut through the ranks of our 'best and brightest'."

Finnie's study, *The Brain Drain, Myth & Reality - What It Is & What Should Be Done*, shows there

is a net loss of nurses and post-secondary teachers to the U.S., but concludes it's a myth they are being lured by lower taxes.

Finnie says the real problem stems from a lack of opportunity in Canada brought about by steep public sector cutbacks in health and education.

"Where we've been slashing our public spending, some of our top people have been leaving," he said. "We shouldn't be too surprised."

He adds this suggests tax cuts are too blunt a policy instrument because they don't deal with the real problem.

CAUT criticized the Quebec plan, saying the province would be better off increasing core funding for universities and colleges.

"If you really want to attract quality people to your universities, you won't do it with a tax break," said CAUT president Tom Booth. "It makes little sense to offer foreign professors a few extra dollars in their pocket if class sizes are increasing, research facilities are in

disrepair, and working conditions are deteriorating."

Booth is also concerned the tax holiday will apply only to foreign academics and Canadian expatriates. "I'm worried about the signal this sends to our colleagues and to recently graduated PhD students who won't qualify for this special treatment because they've remained in Canada," he said. "Does this mean they're second best?"

Officials with the Quebec government estimate the tax incentive will help universities recruit 1,000 professors over the next five years, a figure that Booth says is "wildly optimistic."

An aide to Quebec Finance Minister Bernard Landry claims the loss of tax revenue to the province will be offset by the skills and knowledge the new professors will share with their students. ■

Ross Finnie's report *The Brain Drain, Myth and Reality* is available at [www.workingpapers.ca](http://www.workingpapers.ca).

## Les universités se privatisent graduellement, selon un rapport

LA dernière livraison de *Dossier en éducation*, de l'ACPPU, conclut que les universités canadiennes sont de moins en moins publiques et de plus en plus privées.

D'après les dernières statistiques disponibles sur les finances universitaires, les universités et les collèges universitaires tendent à se tourner davantage vers le secteur privé pour soutenir leurs activités de fonctionnement et à moins dépendre des deniers publics.

Pour l'exercice financier 1999, les revenus des universités canadiennes se sont élevés à 12,4 milliards de dollars, un record. Il s'agit d'une hausse de 4,5 % par rapport à l'exercice précédent, avant rajustement en fonction de l'inflation. Néanmoins, les revenus en hausse tirés des droits de scolarité, de dons et de contrats du secteur privé contiennent d'excéder l'augmentation du financement public de base.

Il ressort de l'étude que les droits de scolarité ont augmenté de 6,8 p. 100 en 1999 alors que le total des subventions provinciales au titre des universités ont progressé de seulement 2,1 p. 100.

Selon la tendance des dernières années, la recherche subventionnée a constitué la source la plus importante de revenus pour les universités, 12,5 % plus élevée en 1999 qu'en 1998. Cette hausse est en grande partie attribuable à l'augmentation sensible du financement fédéral pour la recherche et des contrats de recherche passés avec l'entreprise privée.

Depuis 1990, le total des revenus, après rajustement en fonction de l'inflation, a crû de plus de 18 p. 100. La majorité de ces gains est probablement attribuable à la

hausse des revenus tirés des droits de scolarité (115 p. 100), des revenus provenant de la recherche subventionnée (48 p. 100) et du revenu des fiducies et dotations (34 p. 100). Au cours de la même période, le financement provincial total a diminué de plus de 8 p. 100 et les subventions provinciales de fonctionnement ont décliné de presque 10 p. 100.

Le président de l'ACPPU, Tom Booth, fait remarquer que la diminution du financement de base et la croissance rapide des revenus de la recherche subventionnée reflètent un changement plus général des politiques publiques qui est en train d'élargir les écarts de revenus entre les établissements.

« Les gouvernements sont réticents à hausser les revenus de fonctionnement général qui profitent à toutes les universités. Ils préfèrent plutôt orienter le financement vers la recherche subventionnée. Cette façon de faire tend à favoriser les universités les plus grosses et la majorité de celles à fort coefficient de recherche au Canada », dit-il. « Il en résulte donc pour les établissements d'enseignement du premier cycle une croissance de revenus plus faible que celle des plus grosses universités vouées à la recherche. On assiste à l'émergence d'un système universitaire à deux vitesses où l'enseignement n'est manifestement pas une priorité pour l'investissement de deniers publics. »

De plus, en proportion du total des revenus universitaires, les subventions et les contrats gouvernementaux représentent maintenant seulement 55,3 p. 100 de tous les revenus, une baisse de

69 p. 100 par rapport à 1990. Par contraste, les frais de scolarité versés par les étudiants constituent maintenant plus de 20 p. 100 de tous les revenus et 32 p. 100 des revenus d'exploitation par rapport à 11 p. 100 et 17 p. 100 respectivement en 1990.

Par ailleurs, les dépenses au chapitre des salaires continuent de décroître en proportion des dépenses totales, passant de 74,2 p. 100 des dépenses autres qu'en capital en 1976 à 66,1 p. 100 en 1999, leur plus bas niveau. Les salaires des universitaires au titre de l'enseignement et de la recherche non subventionnée représentent maintenant 25,7 p. 100 seulement des dépenses totales, une baisse par rapport à 1998 (26,7 p. 100).

De l'avis de M. Booth, les gouvernements sont les principaux responsables de ces nouvelles tendances. Il estime cependant que les administrateurs universitaires ont également contribué à la privatisation progressive du système d'enseignement postsecondaire.

« Il faut absolument que les gouvernements renouvellent leur engagement envers un financement suffisant des universités et des collèges », demande-t-il. « Toutefois, les administrateurs universitaires doivent également s'engager à réinvestir dans les ressources humaines et à garantir un accès abordable et adéquat aux études postsecondaires. » ■

Le rapport *La privatisation graduelle : les finances des universités, 1998-1999* est affiché sur le site [www.caup.ca](http://www.caup.ca).

Traduit de l'article « Our Universities Facing 'Creeping Privatization' ».



# Given a world of opportunity, why choose Windsor?

**R**obert Letcher has come a long way in his career as a research scientist – all the way from RITOX, the prestigious environmental research institute at Utrecht University, Holland. There, he pioneered research on the biotransformation of synthetic organic compounds, and on their worldwide environmental effects on human and wildlife health.

What led him to the University of Windsor's GLIER (Great Lakes Institute of Environmental Research) to build on his groundbreaking work in environmental chemistry and toxicology? No surprise – he did his research. And the more Dr. Letcher learned about the University of Windsor, the more he liked. "The world-class team of researchers – and their exceptional spirit of collegiality – creates a very exciting symbiosis." The global reputation of GLIER's scientists and the University's readiness to invest in infrastructure are indicative of the overall momentum that is reshaping our research profile in a variety of disciplines.

Want to learn more about the scope and variety of opportunity at the University of Windsor – including an opening on GLIER's team? Begin your research by contacting Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608 or visit us online at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions).

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## ACTUALITÉS

### La Loi sur la faillite devant les tribunaux

**I**NVOQUANT le motif de discrimination, la Fédération canadienne des étudiantes et étudiants a déposé devant la Cour supérieure de l'Ontario une requête en vue de contester la constitutionnalité de certaines dispositions de la *Loi sur la faillite et l'insolvabilité* qui permet à une personne de faire faillite pour se libérer de ses dettes, à l'exception des prêts étudiants.

Selon la Fédération, ces dispositions sont discriminatoires à l'égard des étudiants débiteurs et contrevennent à la Charte des droits et libertés. « Personne ne vise à déclarer faillite, mais la loi est instaurée en vue de protéger les citoyens et citoyennes et permet aux débiteurs et débitrices honnêtes, mais infortunés, de recommencer à neuf. Il est inequitable et inconstitutionnel de traiter les étudiants et étudiantes différemment de tout autre citoyenne ou citoyen canadien », affirme Michael Conlon, président national de la Fédération.

En 1997, le gouvernement fédéral a modifié la *Loi sur la faillite et l'insolvabilité*, imposant un empêchement de deux ans pour la libération des prêts aux étudiants. En 1998, la Loi a été modifiée, rendant les prêts impossibles à libérer pour une période de 10 ans après la cessation des études. « Cette décision est discriminatoire », ajoute M. Conlon, « car une dette ordinaire à la consommation peut être libérée après neuf mois ».

« En plus de créer une distinction entre les débiteurs étudiants et les débiteurs consommateurs, l'article 178 de la Loi est discriminatoire contre la population étudiante en tant que groupe, en vertu du stéréotype erroné suivant : les étudiants et étudiantes sont irrespon-

sables en ce qui concerne le remboursement de leurs dettes », déclare Todd Burke, conseiller juridique de la Fédération. « La disposition fait preuve de discrimination en fonction de l'âge, du sexe, de l'association, des handicaps et de la conjoncture économique, si l'on étudie l'impact réel de l'interdiction. »

La requête et l'avis de question constitutionnelle déposés le 7 décembre, démontrent que, même si les étudiants et étudiantes ne font pas faillite plus souvent que les débiteurs consommateurs, les modifications à la Loi ont une influence disproportionnée sur la jeunesse, sur les femmes, sur les parents seuls soutiens de famille et sur la population étudiante la plus démunie.

Selon une étude menée en 1997, période où les prêts étudiants étaient critiqués à la faillite individuelle, 62,8 % des faillis étaient âgés de moins de 30 ans. En outre, alors que 40 % de tous les faillis étaient des femmes, 60 % de ces faillis étaient des femmes ayant contracté des dettes d'études. Le revenu brut moyen des ménages des faillis était de 37 130 \$, en comparaison de 12 000 \$ pour les personnes dont les prêts étudiants constituaient un facteur critique dans leur décision de faire faillite.

« Nous pouvons nous dispenser de politiques qui pénalisent la population étudiante la plus démunie. Nous devons garder bas le coût de l'éducation et réduire l'endettement étudiant », dit M. Conlon. « Nous avons besoin de subventions et non de lois discriminatoires sur la faillite. » ■

Traduit de l'article « Bankruptcy Act Taken to Court » (*Bulletin de l'ACPPU*, janvier 2001).

## COLLOQUE

du  
Comité sur les femmes en milieu universitaire de la Fédération québécoise des professeurs et professeurs d'université

15 et 16 mars 2001

Carrière et conditions de vie des professeurs d'université.  
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1-514-843-5953

**FQPPU**



## Newsline - En bref

### Victory at Trois-Rivières

The nine-week strike by almost 350 sessional lecturers at the University of Quebec at Trois-Rivières ended on Jan. 9 with a 75 per cent vote in favor of settlement. In June 2002, lecturers at UQTR will receive upgrades and raises of 20 per cent (average). At the end of the new agreement (2004-2005) as many as 55 lecturers will be full time with salaries from \$46,079 to \$60,066, subject to provincial public sector "parameters."

### Coming in 2001

The CAUT librarians conference will take place Oct. 25-27, 2001 in Ottawa, Ontario. "Academic Librarians in the Digital Age" will examine the impact of digital technology on the rights of academic librarians and their ability to fulfil their professional responsibilities. For details contact Lois MacKenzie at (613) 820-2270, fax: (613) 820-7244 or by email mackenz@caut.ca.

### La journée de lobbyisme national prévue en avril

L'ACPPU et la Fédération québécoise des professeurs et professeurs d'université (FQPPU) ont fixé au jeudi 26 avril la prochaine journée de lobbyisme national. « Nous voulons réunir des représentants du plus grand nombre possible d'associations pour qu'ils rencontrent leur député et lui expliquent la situation à laquelle fait face leur université en raison du sous-financement exercé par les gouvernements », déclare Tom Booth, président de l'ACPPU. « Nous avons fait en sorte que le lobby se tienne en même temps que l'assemblée du printemps du Conseil de l'ACPPU. Si vous comptez assister à l'assemblée, je vous invite à participer avec nous au lobby. » Prévue à l'origine le 23 novembre 2000, la deuxième journée de lobbyisme national a été annulée en raison de la campagne électorale fédérale.

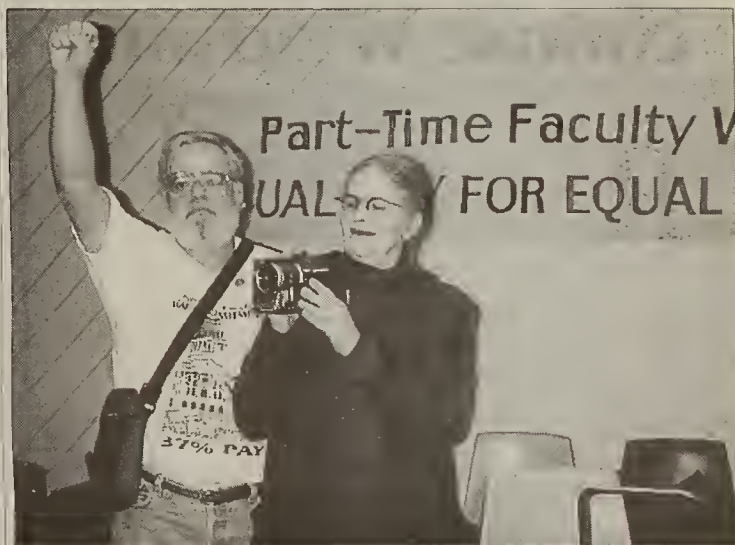
### National Lobby Day Set for April

CAUT and the Fédération québécoise des professeurs et professeurs d'université (FQPPU) have set Thursday, April 26 as the date of the next national joint lobby day. "We want to bring together representatives from as many associations as we can to meet with their members of parliament and explain what is happening on their campuses because of public underfunding," said CAUT president Tom Booth. "We've arranged for the lobby to coincide with our spring Council meeting. If you're coming to Council, I encourage you to join us for the lobby." The second national lobby originally planned for Nov. 23, 2000 was preempted by the federal election campaign. To register for the lobby, please contact Linda Rumleski at (613) 820-2270 or rumleski@caut.ca.

### Controverse à l'Université Trent

Le conseil d'administration de l'Université Trent a tenu sa réunion de janvier à huis-clos, dans le bureau de la rectrice, Bonnie Patterson. Il a pris cette décision pour faire taire les protestations des étudiants et des professeurs suscitées par son refus d'entendre la motion du professeur John Syrett, du conseil de faculté, au sujet de la fermeture des deux collèges du centre-ville. Le conseil d'administration, pressé de fermer les collèges, confirmait ainsi sa détermination de ne pas tenir compte de la résolution de novembre 1999 du conseil d'université favorisant le maintien des collèges. On se souviendra que trois professeurs ont demandé l'année dernière un contrôle judiciaire de la décision du conseil d'administration, aux termes de la *Trent University Act*, qui confère au conseil d'université des pouvoirs en matière pédagogique. Rejetée en première instance, leur demande a été acceptée par la Cour d'appel de l'Ontario. Déposé en janvier, l'avis d'appel sera fort probablement entendu cet été.

## Exploitation of Contract Staff Topic of San Jose Conference



COCAL IV — Emilio Bruna, part-time economics instructor and president of the Texas Part-time Faculty Association with Barbara Wolf, producer of "Degrees of Shame," a video documentary about part-time faculty.

HIGHER education faculty from 16 states and four Canadian provinces gathered in San Jose, California recently for COCAL IV, a national conference on contingent academic labour. The January conference, hosted by the California Part-time Faculty Association (CPFA), brought together more than 150 activists and organizers to seek solutions for one of the most serious problems facing college and university educators — the exploitation and overuse of contract academic staff.

"Use of marginalized professionals on temporary assignment to staff our colleges and universities is short-sighted," said Lantz Simpson, CPFA legislative analyst and president of the Santa Monica College Faculty Association. "It exploits the idealism of faculty while hiding actual costs incurred from increased administrative workload. It also burdens regular full-time faculty who must shoulder an increasing amount of the professional activities demanded by quality academic institutions."

This was the fourth conference organized by the Coalition on Contingent Academic Labour (COCAL), and the first to be held on the west coast. Previous gatherings took place in Washington, D.C., New York and Boston. With each event the coalition has expanded its base of support to include more than 40 organizations, both faculty unions and professional associations.

The organizers of COCAL IV also initiated steps to link with students and with other campus employee groups, as well as with more broad-based labour campaigns addressing the pressing issue of contingent work. And the conference provided participants with numerous opportunities to discuss organizing and collective bargaining strategies, share success stories, and develop new coalitions.

An unexpected number of Canadians attended, thereby providing a unique opportunity for inter-union exchange. Among the Canadian organizations represented were CAUT, the College Institute Educators' Association of British Columbia (CIEA-BC), the Association of Academic Staff: University of Alberta (AAS:UA), the Concordia Part-time Faculty Association, the Canadian Union of Public Employees and la Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN). "Although there is a great diversity of state and provincial laws governing contract workers, and a great variety of associations, bargaining units and unions that have organized these workers, the issues that arise are amazingly similar in

### It is becoming clear that the inequities are damaging to our institutions.

nature," said Brenda McLean, a sessional instructor at the University of Alberta and member of the AAS:UA executive. "All of us lack job security, equitable pay, benefits, pensions, and suitable working conditions to varying degrees."

"We are seemingly cheap labour pursuing a career to which we are committed. But we don't often receive the respect we are due. This conference was helpful to me on a local level, as I was able to connect with other union representatives and collect information that will help my association when we proceed into agreement review this spring."

COCAL participants, many of whom work in community colleges in the U.S., were particularly interested in Linda Sperling's account of CIEA's regularization cam-

paign, which resulted in the conversion of many contract faculty to permanent positions.

The successful outcome of Action 2000, the California Part-time Faculty Association's public awareness campaign for part-time faculty equity, was discussed at length. The campaign resulted in a commitment from California Governor Gray Davis to earmark \$62 million in the 2001-2002 state budget to reduce the inequity of community college part-time faculty compensation.

"It is becoming increasingly clear that the inequities under which non-tenure track faculty are employed are as damaging to our institutions and our students' education as they are to the lives of faculty members. Governor Davis's bold action signals a major shift in public policy priorities," said Chris Storer, executive council chair of the California association.

Energized by these and other success stories, conference participants unanimously voted to increase outreach efforts to their own academic communities, and more broadly, to the public at large and public policy decision-makers by holding a Canada-U.S. "equity week of action" projected for the fall of 2001.

A steering committee was established to plan concurrent actions across North America to heighten awareness and increase pressure for change. The steering committee will develop a broad plan, seek support from sponsoring organizations, and report back to COCAL participants before April when equity week plans will be formally announced.

A proposal by the Canadian delegation to host COCAL V in Montreal was received enthusiastically by participants. ■

Information on the work of the Coalition on Contingent Academic Labour can be obtained at [www.cpla.org/cocal](http://www.cpla.org/cocal).



— CARTOON: JANN KLOSS: CAUT IN THE ALBUQUERQUE





## FINAL CALL FOR NOMINATIONS TO CAUT OFFICER AND EXECUTIVE MEMBERS-AT-LARGE POSITIONS

Nominations are still being sought for election to the Executive Committee, namely: CAUT President; Vice-President; and two members-at-large.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2001.

### RESPONSIBILITIES

The Executive Committee consists of the President, the Past-President, the Vice-President, the Treasurer, the chairs of the four standing committees and two members-at-large.

**The President:** Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

**The Vice-President:** Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

**Executive Members-At-Large:** Serve as full members of the Executive and assume duties as assigned by the Executive.

### TERM OF OFFICE

The term of office for the President, Vice-President and Executive members-at-large is one year.

### NOMINATION PROCEDURE

Nominations should be sent to: Professor Gordon Shrimpton, Chair, Elections and Resolutions Committee, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2; Fax: (613) 820-7244.

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site).

### NOMINATION DEADLINE

Although the nomination deadline is not until the April Council meeting, we encourage nominations to be submitted as early as possible and preferably by **March 31, 2001**.



## DERNIER RAPPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS ET DE MEMBRES ORDINAIRES

Nous sollicitons toujours des candidatures à des postes au Comité de direction, soit : la présidence, la vice-présidence, et deux postes de membres ordinaires de l'ACPPU.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2001.

### RESPONSABILITÉS

Le Comité de direction se compose du président, du président sortant, du vice-président, du trésorier, des présidents des quatre comités permanents, et de deux membres ordinaires élus par le Conseil.

**La présidence :** La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

**La vice-présidence :** La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

**Membres ordinaires du Comité de direction :** Les membres ordinaires du Comité de direction siègent en tant que membres à part entière du Comité de direction et exécutent les tâches que ce dernier leur confie.

### MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an.

### MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à : M. Gordon Shrimpton, Président, Comité des élections et résolutions, ACPPU, 2675, prom. Queensview Ottawa (Ontario) K2B 8K2; Télécopieur (613) 820-7244.

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; et (4) une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU.

### DATE LIMITE DES MISES EN CANDIDATURE

Les candidatures peuvent être soumises jusqu'à l'assemblée d'avril du Conseil. Cependant, nous invitons les mises en candidatures aussi tôt que possible et, de préférence, avant le **31 mars 2001**.

## NEWS

# Gaps Widen in Education Support

A PATCHWORK quilt of provincial policies is creating serious disparities in educational opportunity across Canada, says the second annual report on the state of post-secondary education released in January by the Canadian Centre for Policy Alternatives (CCPA).

According to the survey's authors, Erika Shaker and Denise Doherty-Delorme, federal and provincial cutbacks to universities and colleges are leading to greater inequities between provinces and institutions.

"Depending on the provincial government's level of commitment, higher education in many provinces is moving backward from being a basic right of citizenship toward being a privilege available mainly to those in upper income groups," conclude the authors.

Each year the report by the Centre, an Ottawa-based independent think-tank, ranks provinces according to an index that measures their overall commitment to equity, accessibility, quality and public accountability in higher education.

"Our concern is that there are a number of issues that are not adequately discussed when looking at the state of higher education across the country," explained Shaker.

British Columbia, Quebec and Manitoba received the highest grades in this year's ranking, reflecting, the authors say, the efforts of governments in these provinces to keep post-secondary education affordable.

Manitoba showed the biggest improvement over the previous year, rising from sixth to third place on the strength of a rollback in tuition fees and an increase in provincial spending.

## CCPA Provincial Rankings

	2001	2000	Change
BC	1	1	-
QC	2	2	-
MB	3	6	+3
NS	4	3	-1
NB	6	3	-3
PEI	6	8	+2
NF	7	9	+2
AB	8	5	-3
SK	9	7	-2
ON	10	10	-

CCPA rankings rate provincial commitment to post-secondary education.

By contrast, Ontario was once again ranked dead last. Steep tuition fee increases and the "abdication of provincial responsibility for higher education to private interests" were cited as the main reasons for Ontario's poor showing.

Next to Nova Scotia, Ontario has the second highest average tuition fees in Canada and has the highest ratio of students to faculty members.

"It's very striking that students in Ontario are bearing a huge percentage of the cost of their education," Shaker said. "The rise in tuition is obviously a very important factor in determining the rankings."

Alberta and New Brunswick saw their rankings fall from fifth to eighth and from third to sixth respectively. Alberta's tuition fees were the third highest in the country, up more than 200 per cent since 1990. ■

A copy of *Provincial Rankings: Where Do the Provinces Stand on Education?* is available at [www.policyalternatives.ca](http://www.policyalternatives.ca).

## Victoire des chargés de cours de Trois-Rivières

La grève des quelque 350 chargés de cours de l'Université du Québec à Trois-Rivières, qui durait depuis neuf semaines, a pris fin le 9 janvier dernier.

Les chargés de cours ont voté à 75 p. 100 en faveur d'un règlement. L'entente ratifiée de six ans, couvrant la période du 1<sup>er</sup> juin 1999 à la fin mai 2005, représente une percée significative contre la précarité pour les quelque 8 000 chargés de cours des autres universités québécoises, ont estimé la FTQ et son principal affilié, le Syndicat canadien de la fonction publique.

À compter de juin 2002, les chargés de cours profiteront d'améliorations et d'augmentations salariales de 20 p. 100 en moyenne. À l'échéance de la nouvelle convention (2004 - 2005), 55 chargés de cours seront à temps plein et gagneront de 46 079 \$ à 60 066 \$, sous réserve des paramètres du secteur public provincial.

« La FTQ juge significative la brèche effectuée par les chargés de cours de l'UQTR, membres de la

section locale 2661 du SCFP, contre le mur de la précarité dans ce secteur de l'enseignement universitaire. En introduisant la notion d'ancienneté, d'échelles salariales et la prise en compte de la diplomation pour l'établissement de grilles salariales, ce règlement vient briser l'espèce de travail d'enseignement à la pièce et à taux fixe auquel étaient assujettis les chargés de cours depuis près de 30 ans », a commenté Henri Massé, président de la Centrale, à l'étude du règlement ratifié en début de janvier.

« Nous souhaitons ardemment que les chargés de cours des autres universités québécoises et des autres composantes de l'Université du Québec pourront bénéficier, dans leurs négociations en cours, du règlement que les chargés de cours de l'UQTR ont obtenu après plus de deux mois de grève », a conclu Massé. ■

Traduit de l'article « Victory at Trois-Rivières ».



# Controversy Heats Up at Trent over College Closures

Student and faculty protestors disrupt a board meeting demanding an opportunity to voice concerns about the closing of two downtown colleges.

At its January meeting, Trent University's board of governors provoked an angry response from student and faculty demonstrators when it refused to allow Professor John Syrett to present a motion from the Faculty Council regarding the board's decision to close the university's two downtown colleges.

Citing fire code regulations, the board told the group that only 20 of them would be allowed into the board meeting. When students and faculty members objected, board chair Gary Wolff declared the meeting closed to the public and moved it to president Bonnie Patterson's office.

Reaction was swift. In a strongly worded editorial on Jan. 23, the Peterborough Examiner argued that the action of the Trent board of governors "shows its commitment [to free speech and open discussion] is no stronger than a house of straw."

The editorial criticized the Trent board for refusing to hear Syrett, for refusing to find space to accommodate the faculty and students, and for then holding a se-

cret meeting in the president's office. "Imagine what would happen if members of a neighbourhood group overflowed the city council chamber and the mayor reacted by declaring the meeting closed and taking council to her office to discuss city business in private."

Behind the events was the board's determination to press ahead with the college closures despite a November 1999 resolution by senate to keep the colleges open and despite a compromise resolution of the faculty council in December to defer the college closures for several years.

The board's disregard of the senate decision prompted three Trent professors last year to apply for a judicial review of the board's action citing the Trent University Act provision that gives senate power over educational policy. Late last year a three-judge panel of the Ontario Divisional Court dismissed their application but the Ontario Court of Appeal recently granted leave to appeal that ruling.

The Court of Appeal will now hear Peter Kulchyski, Ian McLach-

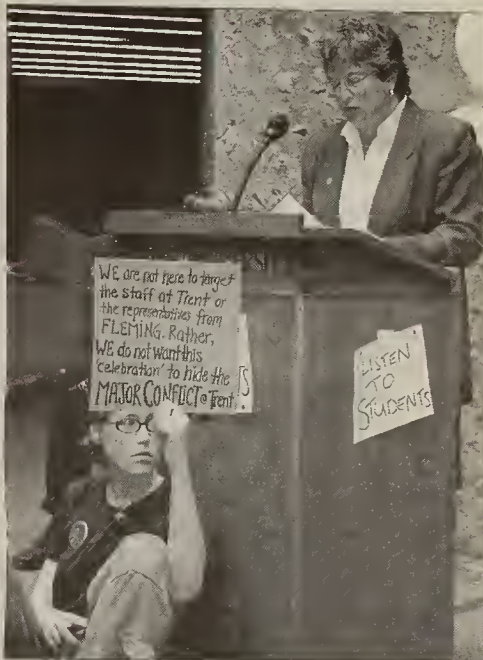
lan and Andrew Wernick's request to have the Divisional Court judgment set aside and for a court order quashing the resolution of the university's board of governors to authorize the closure, sale or relocation of Peter Robinson College and Catharine Parr Traill College.

"Collegial governance is crucial for universities," said CAUT president Tom Booth. "Upholding the rights of elected academic senates is essential to ensure universities maintain academic excellence."

Because the Trent University Act is one of the strongest in the powers it gives the senate, the CAUT executive voted to provide legal assistance for the application for judicial review and has now pledged its full financial support for the appeal.

"There is national significance to this case," Booth added. "If the Trent board gets away with disregarding the role of the senate, it will be open season on university senates across the country."

The notice of appeal filed in early January will likely be heard this summer. ■



Trent — Students protest while university president Bonnie Patterson speaks at the opening ceremony of the new information commons in Bata Library.

## Discours du Trône : les mesures annoncées étoufferont l'innovation

Le discours du Trône, ouvrant la première session de la 37<sup>e</sup> législature, a été prononcé à la fin de janvier. Le gouvernement s'est engagé à mieux cibler ses investissements dans la recherche universitaire. Toutefois, l'Association canadienne des professeurs et professeurs d'université prévient que les mesures annoncées compromettront l'intégrité et l'indépendance des universités vouées à la recherche.

« En associant directement le financement de la recherche aux priorités de l'industrie, on se trouve à transformer les universités en usines de recherche pour le secteur privé », déclare le président de l'ACPPU, Tom Booth. « Ce n'est pas à l'avantage de la science. D'importantes recherches, qui ne rapportent pas de profits à court terme, seront marginalisées. Les priorités de la commercialisation risquent de mettre en péril la recherche qui a une grande valeur au point de vue socio-culturel mais qui n'est peut-être pas lucrative, et d'encourager la recherche qui est rentable mais qui est peut-être sans valeur. »

L'année dernière, le président de l'ACPPU a remis au premier

ministre une lettre signée par plus de 1 400 chercheurs de pointe au Canada, le mettant en garde contre la commercialisation grandissante de la recherche universitaire, proposée par un groupe d'experts du gouvernement, qui entraverait la progression de nouvelles découvertes et minerait l'indépendance des chercheurs.

M. Booth ajoute que l'accroissement du financement de la recherche, bien qu'il soit nécessaire, doit s'accompagner d'une augmentation des subventions de fonctionnement de base pour mieux répondre aux besoins des universités et des collèges.

« L'orientation des crédits vers le même objectif est un problème car ils aboutiront, en majorité, dans les goussets d'une poignée d'universités, les plus riches et à fort coefficient de recherche », explique M. Booth. « Les établissements plus petits, régionaux, axés sur l'enseignement et n'offrant que le premier cycle, accuseront encore plus de retard. »

M. Booth estime que le gouvernement fédéral aurait dû s'engager à collaborer avec les pro-

vinces pour augmenter le financement de toutes les universités afin qu'elles puissent mieux aider les étudiants en investissant dans l'enseignement et en maintenant les droits de scolarité à un niveau plus abordable.

Le financement public réel des grandes universités de recherche a diminué d'environ 9 p. 100 depuis 1992, et de plus de 15 p. 100 pour les établissements du premier cycle.

M. Booth critique en outre l'intention du gouvernement de créer le Régime enregistré d'apprentissage personnel qui incite les Canadiens et les Canadiennes à économiser leur argent qu'ils pourront ensuite retirer pour suivre des programmes de formation publics ou privés.

« C'est la pire façon de répondre aux besoins en formation des Canadiens et Canadiennes », soutient-il. « Les personnes qui ont le plus besoin de formation, soit les chômeurs et les gagne-petit, sont celles qui peuvent le moins investir dans un régime d'apprentissage. » ■

Traduit de l'article « Throne Speech Fosters Bad Science ».

## Throne Speech Fosters Bad Science

THE Speech from the Throne, opening the 37th session of Parliament, was delivered in January with promises the government will continue to strategically target funding for university research. But CAUT is warning the Liberal government's plans will jeopardize the integrity and independence of university-based research.

« By tying research funding more directly to industry's priorities, you're essentially turning universities into research shops for the private sector », said CAUT president Tom Booth. « This makes for bad science. Important basic research that lacks the promise of short-term commercial profits will be marginalized. The priorities of commercialization threaten to jeopardize socially and culturally valuable research that may not be profitable, while encouraging research that makes money but may be trivial. »

Last year, CAUT presented the Prime Minister with a letter signed by more than 1,400 leading researchers in Canada warning that the increasing commercialization of university research as proposed by a government advisory panel would « impede the development of new discoveries and undermine the independence of researchers. »

Booth also says the apparent commitment in the throne speech to increased research funding, while badly needed, has to be matched by an increase in core operating grants to address the needs of all universities and colleges.

« The problem with putting all of your funding in the research basket is that most of this money will end up in the pockets of a handful of the wealthiest research-intensive universities », he said. « Smaller and regional undergraduate teaching institutions will fall behind even further. »

Booth says the federal government should have committed to work with the provinces to « boost the funding of all universities so that they can better help students by investing in teaching and making tuition more affordable. »

Since 1992, real government funding of the large research universities has dropped by about 9 per cent, yet by more than 15 per cent at undergraduate institutions.

Booth also criticized the government's intention to establish Registered Individual Learning Accounts whereby Canadians would be provided with incentives to save their own money and withdraw funds to attend public or private training programs.

« This is the absolutely worst way to deal with the education and training needs of Canadians », he stated. « The people who need training the most — the unemployed and those in low wage jobs — are the ones who are least able to make any financial contribution to a learning account. » ■

The full text of the Governor General's Speech from the Throne is available at [www.fidat.gc.ca/sttdt\\_e.htm](http://www.fidat.gc.ca/sttdt_e.htm).

## Public Research No Strings Attached

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## Le CCPA classe les provinces

SELON le deuxième rapport annuel publié en janvier par le Centre canadien de politiques alternatives, la mosaïque des politiques provinciales crée un énorme déséquilibre des possibilités d'éducation au Canada.

Les auteures du rapport, Erika Shaker et Denise Doherty-Delorme, estiment que les compressions budgétaires effectuées par les gouvernements fédéral et provinciaux accentuent l'iniquité entre les provinces et les établissements d'enseignement.

« Selon le degré d'engagement du gouvernement provincial, les études supérieures sont en train de passer, dans bien des provinces, d'un droit de citoyenneté fondamental à un privilège dont jouissent principalement les membres des groupes à revenu élevé », concluent les auteures.

Chaque année, le rapport du Centre, un groupe d'analystes indépendant situé à Ottawa, classe les provinces selon des indicateurs qui mesurent leur degré d'engagement global, au titre de l'enseignement postsecondaire, dans quatre

catégories, soit l'équité, l'accessibilité, la qualité et la responsabilité envers le public.

« Un certain nombre de problèmes ne sont pas suffisamment discutés lorsqu'on examine la situation de l'enseignement postsecondaire au pays, et c'est ce qui nous préoccupe », explique Mme Shaker.

La Colombie-Britannique, le Québec et le Manitoba ont obtenu le meilleur rendement global en raison des efforts faits par ces provinces pour maintenir abordable le prix des études postsecondaires, estiment les auteures.

Le Manitoba est la province qui a connu l'amélioration la plus marquée depuis l'année dernière, passant du sixième au troisième rangs, principalement à cause de la réduction des droits de scolarité et de l'augmentation des dépenses provinciales.

Par contre, l'Ontario s'est de nouveau classée au dernier rang. De nouvelles majorations des droits de scolarité et le fait que la province confie à des intérêts privés sa responsabilité envers le public

sont les principales raisons du piètre rendement de l'Ontario.

L'Ontario détient, après la Nouvelle-Écosse, le deuxième rang pour les droits de scolarité les plus élevés au Canada et a le rapport étudiants-professeur le plus élevé.

« Il est frappant de constater que les étudiants supportent une large part du coût de leurs études », poursuit Mme Shaker. « La hausse des droits de scolarité est manifestement un facteur très important pour déterminer les classements. »

En outre, le classement de l'Alberta et du Nouveau-Brunswick a baissé, passant respectivement du cinquième au huitième rangs et du troisième au sixième rangs. Les droits de scolarité de l'Alberta arrivent au troisième rang parmi les plus élevés au pays, une hausse de plus de 200 p. 100 depuis 1990. ■

Il est possible de consulter le rapport *Provincial Rankings: Where do the Provinces Stand on Education?* à l'adresse Internet [www.policyalternatives.ca](http://www.policyalternatives.ca).

Traduit de l'article « Gaps Widen in Education Support ».

## Cours de l'ACPPU

### Négociation collective

Au moyen d'un exercice de simulation de négociation très réaliste, les participants au cours peuvent acquérir des compétences en négociation, en rédaction de dispositions contractuelles et pour le travail en équipe. Ils font également l'expérience de la dynamique prévalant à la table de négociation. La séance débute par un examen du cadre légal régissant la négociation et par une discussion des règles de l'interprétation contractuelle. Le cours s'adresse aux membres ayant peu d'expérience en négociation.

### Comment représenter

Ce cours s'adresse aux membres de l'exécutif et du conseil ou des délégués syndicaux des associations de professeurs, les représentants de première ligne. Au moyen d'exercices, de jeux de rôle et d'exposés, les représentants des associations de professeurs apprennent l'histoire et le rôle des associations de professeurs et acquièrent des techniques pour informer, représenter et mobiliser les membres.

### Formation en arbitrage

Un cours d'initiation à la présentation d'un grief à l'arbitrage. Les participants créent une cause d'arbitrage fictive et l'examinent dans le contexte d'une audience. Le cours porte sur l'acquisition de compétences en recherche juridique et sur l'art de défendre une cause, notamment sur la manière d'aborder et de monter une cause, ainsi que sur l'acquisition de techniques pour l'interrogatoire principal, le contre-interrogatoire, les exposés initiaux et finaux.

### Règlement des griefs

Un cours s'adresse aux membres de l'exécutif et du conseil ou des délégués syndicaux des associations de professeurs, les représentants de première ligne. À l'aide d'une série d'exercices, les participants apprennent les rudiments du règlement d'un grief à travers toutes les étapes : l'établissement des faits, la rédaction du grief et les discussions menant au règlement. Le cours se termine par une brève introduction au processus de l'arbitrage.

## CAUT Education Courses

### Collective Bargaining

An introductory course directed at faculty association members with little or no negotiation experience. Through a highly realistic simulated round of negotiations the course allows participants to develop bargaining, language drafting and team work skills as well as experience the dynamics of the negotiating table. The session begins with a review of the legal framework governing bargaining and a discussion of the rules of contractual interpretation.

### Grievance Handling

An introductory course to learn how to respond to members' complaints and determine whether filing a grievance is an appropriate option. Through a series of exercises, participants learn how to proceed with a grievance through the step process — initial fact-finding, drafting the grievance, and settlement discussions. The course concludes with a brief introduction to the arbitration process.

### Grievance Arbitration

An introduction to presenting a grievance at arbitration. Participants develop an imaginary case for arbitration and see it through a hearing. The course focuses on legal research skills and the art of advocacy, including how to approach and develop a case as well as techniques for direct examination, cross examination and opening and closing arguments.

### Being a Rep

This course is directed at executive and council members and/or stewards — the faculty association's front line. Through a combination of exercises, role-playing and lecture presentations faculty association representatives learn about the history and role of faculty associations and techniques for informing, representing and mobilizing the membership.

For more information on CAUT's course offerings contact research & education officer Paul Jones ([jones@caut.ca](mailto:jones@caut.ca)).

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## New Zealand Study Shows Folly of Market-Driven Universities

With his customary shrewd insight and clarity, Donald Savage reports on the state of academic freedom in New Zealand and makes recommendations for change.

Troubled Times: Academic Freedom in New Zealand

Rob Crozier, ed. Palmerston, New Zealand: Ounmore Press, 2000; 302 pp; paper \$16 us.

By MICHEL HORN

AMONG the thoughts and feelings that seized me in reading this book, relief was dominant. Copulations may seem tough in Ontario's universities and they will probably get tougher. But they have some distance to go before they can match the troubles experienced by New Zealand's universities during the last dozen years.

Edited by Rob Crozier, executive director of the Association of University Staff of New Zealand (AUSNZ), this volume is largely an AUSNZ-commissioned report on the state of academic freedom in New Zealand, complete with recommendations for change, prepared by Donald C. Savage, recently retired after a quarter century as executive secretary of CAUT. Written with his customary shrewd insight and clarity, the report will be most useful to its intended New Zealand audience. However, it has lessons for academics wherever neo-liberalism is influencing public policy.

The basic neo-liberal impulse is "to leave it to the free market." Consistent neo-liberals see tertiary education institutions (as universities are called in New Zealand) as offering products (courses, programs, and degrees) whose primary beneficiaries are the institutions' consumers (students of all ages), who should, in principle at least, pay a fair market price (tuition).

What, in this context, does academic freedom mean? "Not much," is the answer Savage offers. He doesn't sound surprised, and rightly so. After all, one of the fathers of neo-liberalism (in North America usually called neo-conservatism) is William F. Buckley Jr., who stated in his book *God and Man at Yale* (1951): "Every citizen in a free economy, no matter what wares he plies, must defer to the sovereignty to the consumer." (p.185) The subtitle of Buckley's polemic is *The Superstitions of 'Academic Freedom'*.

The freedom the market gives to people is the freedom to do what the market wants done, not what the scholar and scientist thinks should be done. There is some room in this doctrine for British-style academic free speech, but neo-liberals give due weight to the right of employers to proscribe speech that, in their view, harms the interests, i.e., the competitive position, of the company or university.

The key problem — one Savage squarely addresses — is that market-driven universities undermine academic freedom in teaching and research, central to the idea of academic freedom that became dominant about a century ago. The most pernicious aspect of this is to separate the funding of teaching and research (after all, why should consumers pay for the latter?), and to force researchers to rustle up private money. This leads to the commercialization of research that offers profit potential and the marginalization of research that does not. Savage rightly de-

votes a good deal of his report to the issues raised by these developments.

Another problem is that institutions in New Zealand (as in England and Australia) have had their autonomy weakened even though neo-liberalism would indicate otherwise. The reason, Savage shows, is that governments cast themselves as a kind of super-consumer in a market in which the actual consumers (or their parents) lack the money to buy the universities' products, so that a substantial government subsidy is necessary. Politicians and bureaucrats may then try to predict the market and force the institutions to respond to those predictions.

They also seek to force the universities to demonstrate, often elaborately, that they are not wasting public resources. That the time and money spent in meeting requests for information might be better spent in teaching and research is evidently thought to be irrelevant, even subversive.

Again, no surprise here. Savage does not cite Parkinson's Law, "work expands so as to fill the time available for its completion," but he might well have done so. In a bureaucracy, as C. Northcote Parkinson

showed, preparing reports, sending them around, commenting on them, revising them, using them as a basis for planning (thus spawning new reports) are all self-evidently worthwhile activities. Bureaucrats push paper around, that is their main job; and they are irritated when academics point out that they should have more important things to do.

For a dozen years, under two different governments (Labour and National), bureaucrats influenced by neo-liberal notions but also committed to the monitoring of government-funded institutions had a field day in New Zealand. Alas, neo-liberalism's payoff has been unimpressive for most New Zealanders and to some extent Savage's report has been overtaken by events. Neo-liberalism seems to be in retreat, at

least in New Zealand. But the report contains a large number of recommendations, on subjects such as patenting, inclusiveness, speech codes and the like, that are worth taking seriously, and not just "down under."

The volume contains three essays on academic freedom by New Zealanders. One of them, by a Maori feminist scholar, Kathie Irwin, is thought-provoking, disturbing, and quite fascinating, because it will force most readers to look at academic freedom in an unaccustomed way.

The book has four appendices, among them CAUT's 1977 model clause on academic freedom. Unfortunately there is no index. A glossary of acronyms would also have been useful. New Zealand readers may not need one, but others will have to keep on looking back through the book. ■

Michel Horn is professor of history at Glendon College, York University. His most recent book *Academic Freedom in Canada: A History* was published in 1999 by University of Toronto Press.

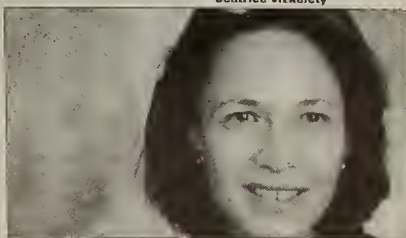
### Troubled Times Academic Freedom in New Zealand

Edited by  
Rob Crozier

Freedom to Read Week  
February 25 – March 3, 2001

www.freedomtoread.ca

Béatrice Vízkelety



## Human Rights and Weber — Ambit or Gambit? — Vízkelety

Cynthia Westaway



## Labour and Aboriginal Law — Westaway

The Canadian legal and political landscape is changing rapidly as Nunavut becomes a new territory, the Nisga'a self-government agreement is ratified and more than 75 self-government agreements are currently being negotiated across Canada. How will legal jurisdiction be divided in this new Canada? Who retains jurisdiction over First Nation bargaining rights and other labour issues? How will the courts determine jurisdiction over First Nation educational programs? Join the discussion on these cutting edge issues and discover the implications for faculty associations.

Pascale-Sonia Roy



## Handling Member to Member Complaints — Roy

Canadian courts have developed widely differing approaches to Weber in the context of defamation. Where did Weber come from? Who can be affected by Weber? Where is Weber going? What is defamation? Is the nature of defamatory conduct such that it "arises under the collective agreement?" Does the arbitrator have the jurisdiction to award appropriate remedies in defamation cases? What does the Weber decision mean for unions? Follow along as Pascale-Sonia Roy maps out a new approach for resolving these difficulties.

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## FINAL CALL FOR NOMINATIONS CAUT STATUS OF WOMEN COMMITTEE

Nominations are still being sought for two vacancies on the CAUT Status of Women Committee. Individual affiliated members and associate members of CAUT are entitled to make nominations. In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2001.

### RESPONSIBILITIES

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be able to dedicate considerable time to the work of the committee between meetings (four per year), including the biennial conference planning, drafting of documents, and other related duties.

### TERM OF OFFICE

The term of office for members of CAUT standing committees is three years.

### NOMINATION PROCEDURE

Nominations should be sent to: Professor Gordon Shrimpton, Chair, Elections and Resolutions Committee, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2; Fax: (613) 820-7244.

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site).

### NOMINATION DEADLINE

The nomination deadline has been extended to *March 1, 2001*.



## DERNIER RAPPEL DE CANDIDATURES LE COMITÉ DU STATUT DE LA FEMME

Nous sollicitons toujours des candidatures à des postes au Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures. Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2001.

### RESPONSABILITÉS

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation du colloque biennal, à la rédaction de documents et à d'autres tâches connexes.

### MANDAT

Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

### MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à : M. Gordon Shrimpton, Président, Comité des élections et résolutions, ACPPU, 2675, prom. Queensview Ottawa (Ontario) K2B 8K2; Télécopieur (613) 820-7244.

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; et (4) une copie du formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU.

### DATE LIMITE DES MISES EN CANDIDATURE

La date limite des mises en candidature est prolongée jusqu'au *1er mars 2001*.

## ACTUALITÉS

## Le Québec annonce un congé fiscal pour les professeurs étrangers

DANS le but d'attirer des universitaires étrangers spécialisés en technologie de l'information, en génie, en sciences de la santé et en finances, le gouvernement du Québec leur offre un congé fiscal de cinq ans afin qu'ils acceptent des postes dans les universités de la province.

Des représentants officiels du gouvernement prétendent que cet encouragement fiscal est nécessaire pour aider les universités à recruter des professeurs et pour mettre un frein au prétendu exode des cerveaux.

Le projet a toutefois été annoncé le même jour que la publication d'un nouveau rapport mettant en doute le lien entre les niveaux d'imposition et le départ vers les États-Unis de Canadiens et Canadiennes très instruits et qualifiés.

Selon Ross Finnie, chercheur et professeur auxiliaire à l'école d'études politiques de l'Université Queen's, il est faux de prétendre que des masses de Canadiens et Canadiennes quittent le pays.

L'étude de M. Finnie, *The Brain Drain, Myth & Reality - What It Is & What Should Be Done*, révèle une perte nette de personnel infirmier et de membres du corps professoral du secteur postsecondaire au profit des États-Unis. Le chercheur conclut cependant que l'attrait d'impôts réduits est un mythe.

M. Finnie estime que le véritable problème tient au manque de perspectives d'emploi au Canada en raison des coupes sombres effectuées dans la santé et l'éducation.

« Nous avons sacré les dépenses publiques, quelques-uns de nos plus brillants concitoyens sont partis »,

explique-t-il. « Il ne faudrait donc pas trop se surprendre de la situation actuelle. »

Le président de l'ACPPU, Tom Booth, est critique face au projet du gouvernement du Québec et soutient que ce dernier aurait plutôt avantage à accroître le financement de base des universités et collèges.

« Si vous souhaitez vraiment attirer des personnes de qualité dans vos universités, vous ne le faites pas en leur accordant un allègement fiscal », ajoute-t-il. « Il est un peu insensé de permettre à des professeurs étrangers d'avoir en poche quelques dollars de plus si le nombre d'étudiants par classe augmente, les installations de recherche sont en mauvais état et les conditions de travail se détériorent. »

M. Booth s'inquiète également du fait que le congé fiscal s'applique seulement aux universitaires étrangers et aux chercheurs canadiens émigrés.

« Je suis préoccupé par le message que ce projet transmet à nos collègues et aux nouveaux diplômés du doctorat qui n'auront pas droit à ce traitement spécial parce qu'ils sont demeurés au Canada », poursuit M. Booth. « Est-ce que cela veut dire qu'ils sont de deuxième ordre? »

Selon des porte-parole du gouvernement québécois, l'encouragement fiscal aidera les universités à recruter 1 000 professeurs au cours des cinq prochaines années, un chiffre exagérément optimiste, selon M. Booth. ■

Traduit de l'article « Quebec Government Announces Tax Breaks for Foreign Profs ».

## L'ACPPU fête son 50<sup>e</sup> anniversaire

FONDÉE en 1951, l'ACPPU soulignera son cinquantenaire par des activités spéciales lors de l'assemblée d'avril du Conseil.

« Nous espérons que les associations seront toutes présentes pour fêter cet événement marquant de la vie de notre organisme », a déclaré Tom Booth, le président de l'ACPPU.

L'histoire de l'ACPPU débute avec la décision des professeurs de l'Université de l'Alberta, en 1948, d'entreprendre un échange d'information sur les salaires avec d'autres professeurs et de mettre sur pied un comité spécial chargé de sonder l'opinion de leurs collègues d'autres universités sur la création d'une association nationale.

Encouragés par les réactions favorables, ils se réunissent en 1950, à Kingston, principalement avec des professeurs de l'Université Queen's, pour concevoir l'association nationale. F.A. Knox, de Queen's, convoque un comité de fondation qui rédige les statuts de la nouvelle as-

sociation et dresse une liste de dirigeants qui seront rattachés l'année suivante, à l'Université McGill.

L'organisme est officiellement créé en 1951 avec l'adoption des statuts qui prévoient une fédération d'associations locales de professeurs dirigée par un conseil exécutif dont les dirigeants proviendront, chaque année, de l'une des associations membres. Le premier conseil est formé de représentants de Queen's et le professeur Knox en est le président.

En 1953, l'ACPPU publie le premier numéro du *Bulletin*. À cette époque, l'ACPPU représente 1 200 professeurs de 13 associations — des universités UBC, de l'Alberta, de la Saskatchewan, du Manitoba, de Toronto, McMaster, Carleton, Queen's, Sir George Williams, McGill, Laval, Dalhousie, et du Memorial College de St. John's. ■

Traduit de l'article « CAUT Celebrates 50th Anniversary » (*Bulletin* de l'ACPPU, janvier 2001).



# CARRIÈRES

## ACCOUNTING

**CONCORDIA UNIVERSITY** — Assistant Professor of Accounting and Visiting Appointment, effective June 1, 2001. For an Assistant Professor position, a doctorate degree (completed or near completion) with concentration in Accounting. For a visiting appointment, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Applicants for visiting positions will be expected to teach and be active in research. A professional accounting designation is desirable. Teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation, mainly at the undergraduate level, and a commitment to research and scholarly publications. The normal course load is four courses per year. The regular academic terms are 13 weeks long, and start in September and January. Courses are also offered during the summer term on an accelerated basis. Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval. The Department of Accounting is one of five departments of The John Molson School of Business. The department has 23 full-time faculty members, is one of the largest in Canada, and has an established record of excellence in professional accounting education. The department offers courses at the undergraduate, diploma, MBA and PhD levels. The John Molson School of Business offers a full range of programs at both the undergraduate and graduate levels. Graduate programs include an MSc in Administration, an MBA program (with Aviation, Executive and Investment Management options), and a joint PhD program in Accounting and Finance. The department is a member of the AACSB — The International Association for Management Education. Please send your letter of application and curriculum vitae by February 28, 2001 to: Dr. George Kanan, Chair, Department of Accounting, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M6, e-mail: george.kanan@concordia.ca; Tel: (514) 848-2765, Fax: (514) 848-4518. This advertisement is not a contract. The University of Waterloo is an equal opportunity employer. We are committed to the recruitment and retention of diverse individuals regardless of their immigration status in Canada. Interested candidates should submit a letter outlining their interest and suitability for the position, curriculum vitae and the names of three referees by June 30, 2001. Please respond in confidence to: Dr. David Popkin, Dean, College of Business, University of Waterloo, Room 8-103, Health Sciences Building, 100 Wilgins Road, Waterloo, ON N2L 3G1.

**UNIVERSITY OF WATERLOO** — The School of Accounting is conducting a search for a tenure-track position in finance at the assistant professor level. Applications are invited from qualified persons with outstanding research potential and a strong commitment to teaching. The successful applicant will be a member of the Centre for Advanced Studies in Finance at the University of Waterloo. Closing date for applications is February 28, 2001 and the appointment will be effective July 1, 2001. Applications should contain a curriculum vitae, copies of research papers and/or publications, and a letter of proposal or completed thesis. Three confidential letters of reference are also required and may either be sent directly to the referees or included in the application package in sealed envelopes. All materials should be sent to: Philip J. Boyle, Director, Centre for Advanced Studies in Finance, School of Accounting, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

## ANESTHESIA

**THE UNIVERSITY OF SASKATCHEWAN** — The Department of Anesthesia. The College of Medicine invites applications for the position of Chairperson, Department of Anesthesia for an initial five-year term commencing July 1, 2001. The successful candidate must be appointed to a fulltime, tenured position at the Professor rank. Situated on the banks of the South Saskatchewan River in Saskatoon, the picturesque campus boasts an impressive Grade I heritage architectural style. The University of Saskatchewan

offers a comprehensive array of programs within 13 colleges including 9 health science disciplines (clinical psychology, dentistry, kinesiology, medicine, nursing, nutrition, pharmacy, physical therapy, and veterinary medicine). The Department has a strong tradition of quality educational programming at both the undergraduate and postgraduate levels leading the country in CAEMS medical student recruitment success and with full accreditation of the Royal College of Physicians and Surgeons. The Department is the academic resource for the province and the program is principally delivered in the Saskatoon, Regina, and Prince Albert Health District. Seven full-time academic positions are complemented by 54 part-time faculty appointments. Dedicated faculty and bright enthusiastic students join in an intimate environment distinguished by its easy and open communication. Collaborative research opportunities abound in the College's integrated basic science department (anatomy & cell biology, biochemistry, microbiology, pharmacology and physiology), as well as unique opportunities afforded by the Western College of Veterinary Medicine and the new Canadian Light Source facility (synchrotron) under construction. Significant enhancements in clinical and academic funding have been achieved with a proven culture of commitment to renewal and investment into health care. The Chairperson will have overall responsibility for all aspects of the academic program and will provide leadership in teaching, research, and quality patient care in all sub-specialties with the exception of pediatric cardiovascular surgery. The successful candidate must have a PhD in an appropriate discipline, a limited-term appointment available in its multi-disciplinary Department of Applied Human Sciences. Please see our full-page ad in this issue.

## ANTHROPOLOGY

**MCMASTER UNIVERSITY** — The Department of Anthropology invites applications for a full-time, tenure track position in cultural anthropology at the rank of Assistant Professor, effective July 1, 2001. Candidates must have a PhD in cultural anthropology, a strong research and publication record and previous university teaching experience. We are seeking broadly grounded candidates with demonstrated ethnographic research experience that links local, national, and international levels of scale and who are specialists in two or more of the following: social memory, identity, communities and nations, public culture and civil society, migration, diaspora and globalization; social movements and social action. The appointee is expected to teach undergraduate lecture and seminar courses, contribute to MA and PhD teaching and supervision, carry out an active research program leading to peer-reviewed publications, and take on administrative responsibilities. Preference will be given to candidates whose research complements and extends the department's strengths in the anthropology of public issues. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified applicants, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and letters from three referees, should be submitted to: Ann Herring, Chair, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, ON, Canada L8S 4A9, Tel: (905) 525-9140, ext. 23920, Fax: (905) 525-5353, Email: herring@mcmaster.ca. Closing date: February 2, 2001. Full posting available at [www.uctc.ns.ca](http://www.uctc.ns.ca).

**MCMASTER UNIVERSITY** — The Department of Anthropology at McMaster University invites applications for a full-time, two-year contract limited teaching appointment in medical anthropology at the rank of Assistant Professor, effective July 1, 2001. Candidates must have a PhD in cultural anthropology, a strong research and publication record, and previous university teaching experience. The appointee is expected to be qualified to teach Anthropology 3223 — Medical Anthropology: Biological Approaches, Anthropology 3224 — Medical Anthropology: Symbolic Healing, Anthropology 4803 — Current Problems in Anthropology and a selection of other cultural anthropology courses. The position may be extended for an additional two-year term. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified applicants, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and letters from three referees, should be submitted to: Ann Herring, Chair, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, ON, Canada L8S 4A9, Tel: (905) 525-9140, ext. 23920, Fax: (905) 525-5353, e-mail: herring@mcmaster.ca. Closing date: February 2, 2001.

**APPLIED HUMAN SCIENCES** — Department of Applied Human Sciences. Concordia University Faculty of Arts and Sciences, has up to three limited-term appointments available in its multi-disciplinary Department of Applied Human Sciences. Please see our full-page ad in this issue.

## ARCHITECTURE

**CARLETON UNIVERSITY** — School of Architecture. Applications are invited for a tenure-track position in the School of Architecture at the Assistant Professor level to commence in September 2001. This position is subject to budgetary approval. This position is primarily in the area of architectural design and urban design, with a focus on one or more of the following areas: digital technology and its application to architectural design; building construction and technology; urban design; history and theory of architecture; and a professional degree in architecture and a doctoral degree in either architecture or a design-related field. The successful candidate will be expected to teach and supervise graduate students, and to engage in funded research in architecture. The successful candidate will teach a Design Studio and courses in digital technology, urban design, building construction and/or urban design and history and theory. The successful candidate will also be expected to teach and supervise graduate students, and to engage in funded research in architecture.

Carleton's four-year undergraduate programme leads to a Bachelor of Architectural Studies (B.A.S.) degree and strives to achieve a balanced architectural education by providing a strong theoretical/conceptual and technical foundation. At the graduate level, Carleton offers a 2-year MArch (Building on the 4-year B.A.S. or equivalently) and a 1.5 year research-based post-professional Masters of Architecture degree in the areas of Culture and Technology. The successful candidates will play active roles in both the B.A.S. and MArch programmes. Applications, together with a curriculum vitae, a design portfolio, copies of publications or research reports, and the names of three referees should be sent to: Professor Gulzar Hader, Director, School of Architecture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, telephone: (613) 520-2861, Fax: (613) 520-2849. Information on the School and its programs can be found on the School's Website: <http://www.urbn.carleton.ca>. Application deadline is February 15, 2001. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

## ART

**THE ALBERTA COLLEGE OF ART & DESIGN** is one of the premier art and design degree granting education institutions in North America and currently invites applications for the following positions commencing in September 2001. A permanent full-time position in Visual Communications. Applicants will be expected to deliver informed instruction at all levels of the four-year Bachelor of Design degree program. Courses may include but not be limited to: Typography, Design Process, Design Fundamentals, Design Theory and Letterform. The successful candidate will have a Masters degree in Graphic Design from a recognized 4-year studio-based program on equivalent educational and professional experience. Substantial proven design industry practice and evidence and evaluations of at least 2 years teaching experience is also required. Active participation in the professional design community plus a strong knowledge of MAC platform programs such as Quark Xpress, Illustrator and Photoshop are essential. All applicants must submit the following in support of their application: a letter of application; the names of three referees; a current curriculum vitae, samples of recent published work; a portfolio; a statement outlining teaching philosophy and practice and evidence of satisfactory teaching. Salary will be based on education and experience. Apply to: Human Resources, Alberta College of Art & Design, 1407 14 Avenue NW, Calgary, Alberta T2N 4R3, Fax: (403) 263-5682. Applications will be accepted until March 30, 2001. The appointment will commence September 1, 2001.

## Assistant/Associate Professor Organization Studies

Athabasca University, Canada's Open University™, invites applications for a tenure track faculty position in Organization Studies, to be filled at the assistant or associate professor level in the undergraduate School of Business.

Successful candidates will hold a PhD in an appropriate discipline (organization theory, organizational behavior, strategic management, or sociology) and have relevant teaching experience. A strong research background, innovative approaches to teaching, excellent writing skills and competence in the use of computing technology are vital. Ability to make a significant contribution to the development of Organization Studies in undergraduate management programs is important. Candidates that also possess relevant managerial and professional experience are preferred.

You will be part of a highly motivated team advancing technological boundaries in undergraduate business education and delivering business courses and degree programs throughout North America and, increasingly, globally via the World Wide Web.

Athabasca University provides a competitive compensation package with generous benefits. The initial rank and salary will be commensurate with qualifications, teaching experience and research background.

Further information about this position may be obtained from Mavis Jacobs, Director, School of Business: phone, (780) 675-6483; fax, (780) 675-6338; or e-mail, [mavisj@athabascau.ca](mailto:mavisj@athabascau.ca).

Athabasca University is located in the town of Athabasca, Alberta, 145 km north of Edmonton, and operates regional centres in Calgary and Edmonton. It delivers university education to approximately 25,000 students a year.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

Applications should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta, Canada, T9S 3A3, fax, (780) 675-6135, or e-mail, [resume@athabascau.ca](mailto:resume@athabascau.ca).

This position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications in early April 2001.

**Athabasca University**  
Canada's Open University™

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## Answer to Homework!

From page A3. Consider two opposite vertices. Four of the faces surround one of the vertices, and the other four faces surround the other. The sum of the numbers on the first four faces is equal to the sum of the numbers on the second four, and all the numbers on the eight faces add up to 36 (the sum of the numbers from one to eight inclusive). So the sum of the numbers on each set of four faces surrounding a vertex must be 18. There are eight ways of finding four numbers that add to 18: (8,7,2,1), (8,6,3,1), (8,5,4,1), (8,5,3,2), (7,6,3,2), (7,5,4,2) and (6,5,4,3). To describe the possibilities, pick a pair of opposite vertices (the "north" and "south" poles). In the following three tables, the top row lists the numbers around the north pole and the bottom on the adjacent faces around the south pole.

8	5	3	2
1	4	6	7
8	5	2	3
1	4	7	6
8	2	5	3
1	7	4	6

Note that as a matter of interest the sum of the squares of the numbers around the north pole is equal to the sum of the squares of the numbers around the south pole, and that faces that are adjacent along the equator have numbers that sum to nine.

## MALASPINA University-College

Located on scenic Vancouver Island—with a main campus in Nanaimo and three regional campuses—Malaspina offers a comprehensive range of Academic, Applied, Career/Technology and Upgrading programs and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs. We are now accepting applications.

### First Nations Studies Instructors

Comp. 01-4002 closes 1 pm Mar. 16/01  
For full details, please click on Employment Opportunities on the Malaspina University-College website [www.mala.bc.ca](http://www.mala.bc.ca) or call our 24-hour Job Line (250) 741-2562.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

**Nanaimo Campus**  
900 Fifth Street  
Nanaimo, BC V9R 5S5







## UNIVERSITY OF REGINA FACULTY OF EDUCATION

The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports the integration of theory and practice; cross-cultural knowledge and experience; use of instructional technologies; collaboration; balance within commitments to teaching, research, field experience supervision, and professional development.

Applications are invited for the following tenure track positions:

- Educational Foundations (Sociology)
- Mathematics Education
- Teacher Education and Pedagogy (Education Professional Studies Subject Area)

Preference will be given to applicants with teaching experience and a current teaching certificate; a completed, or nearly completed PhD or Ed.D.

Duties will include teaching at the undergraduate level; graduate studies teaching and thesis supervision, and field experience supervision. The successful candidates will have an interest in, and a commitment to, scholarly research and should describe their current interests and projects.

Salary at the Assistant Professor range is \$44,419 – \$67,795 per annum plus benefits.

For further information and details with respect to each of the positions, please visit our web site at <http://education.regina.ca/employment> or contact Edie Hills at (306) 585-4500 or fax (306) 585-5330.

Applicants should send a current curriculum vitae and the names of three referees by March 1, 2001 to Dean Margaret McKinnon, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2

Appointments will be made subject to budgetary clearance.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



## ASSOCIATE VICE-PRESIDENT

University of New Brunswick Saint John

The University of New Brunswick Saint John (UNBSJ) is seeking a seasoned professional with significant leadership experience to assume the responsibilities of this senior university position.

Reporting to the Vice-President (Saint John), the Associate Vice-President will have organizational and managerial responsibility for all Advancement (community relations, development, marketing, recognition, recruitment), International (projects, internationalization student mobility, advising) and Student Services (employment, athletics, writing centre, counselling, financial aid) activities. In addition, he/she will be responsible for developing a new department, Partnerships & Innovation, which will be the entrepreneurial arm of UNBSJ Saint John, engaged in both educational and/or research activities that will positively contribute to the reputation and economic well-being of the campus.

The successful candidate will have a record of success that shows an entrepreneurial capability, an ability to manage change and an awareness of, or experience with, the areas that will be reporting to him/her. A thorough understanding of a university, its governance processes and the environment in which it operates, is essential. An academic appointment is possible for a qualified candidate holding a doctoral degree; nevertheless individuals without this qualification but with the desired knowledge and experience are encouraged to apply.

Highly entrepreneurial and community-oriented, the University of New Brunswick Saint John is the innovation leader among educational institutions in Atlantic Canada. With over 2,200 full-time and 1,000 part-time students, UNBSJ Saint John offers a wide range of graduate (Masters and PhD) and undergraduate programs in a variety of disciplines (eg. Arts, Business, Science, Engineering, Education, Nursing, Health Sciences, Hospitality and Tourism). As well, it has established a number of proactive research centres (Electronic Commerce, Criminal Justice, Coastal Studies and Aquaculture) that complement its commitment to research. The campus is highly internationalized and committed to providing a global education. It has recently opened a campus in Beijing to further its internationalization objectives.

While flexibility exists, the position will ideally be filled by 1 July 2001.

For more information about the campus, please check our website ([www.unbsj.ca](http://www.unbsj.ca)). To apply, send a letter indicating your interest and suitability for the position along with a copy of your curriculum vitae and the names and addresses of three references to:

Dr. Rick Miner  
Vice-President (Saint John)  
University of New Brunswick  
P.O. Box 5050  
Saint John, NB E2L 4L5

Applications/nominations will be received until 12 March 2001.

Further information concerning the position can be obtained by contacting Dr. Miner (m@unbsj.ca or 506-648-5695).

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

member 1st 2001. For more information on the College, please visit our website at [www.ab.ca](http://www.ab.ca). In accordance with Canadian immigration requirements, this advertisement is addressed in first instance to Canadian citizens and permanent residents. The Alberta College of Art & Design is an equal opportunity employer.

**THE UNIVERSITY OF MANITOBA — The School of Art** invites applications for a tenure-track position in Painting/Gallery at the rank of Assistant Professor. The appointment is to begin July 1, 2001 or as soon as possible thereafter. Academic credentials will include an M.F.A. or equivalent experience. Teaching experience at the post-secondary level and a significant portfolio of work are required. The successful applicant will be responsible for teaching beginning and advanced painting and advising B.F.A. students. The position includes responsibility for the exhibition programs and collections in the School of Art and Director of Gallery 1.1. The Director of Gallery 1.1 is responsible for overseeing all aspects of gallery operations. These include organizing exhibition programs, curating exhibitions and developing and maintaining external financial support as well as co-ordinating off-site activities of the Gallery and interaction with the art gallery. The position also includes responsibility for the University community and the general public with high quality exhibitions and to maintain and develop the collections in accordance with the Gallery mandate. For more information on the School of Art and Gallery 1.1, visit [www.unimn.ca/schoolofart](http://www.unimn.ca/schoolofart). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Further information concerning the position should be sent directly by the candidate to: Professor Dale Amundson, Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Three confidential letters of reference should be sent directly by the candidate to arrive no later than the application deadline. Applications will be accepted until March 3, 2001.

**THE UNIVERSITY OF MANITOBA — The School of Art** invites applications for a tenure-track position in Art History at the rank of Assistant Professor. The appointment is to begin July 1, 2001 or as soon as possible thereafter. The School of Art offers B.F.A. and B.F.A. Honours degrees in both art history and studio, with a newly revised art history program and a vibrant and growing student body in art history. The School has been ranked in the top 100 in the field and 345 students. For more information on the School of Art visit [www.unimn.ca/schoolofart](http://www.unimn.ca/schoolofart). Academic credentials will include a PhD or completion by appointment date. Enthusiasm for teaching both art history and studio, as well as a strong commitment to research is important. Successful teaching experience as well as demonstrated research potential and active record of publications are required. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent directly by the candidate to: Professor Dale Amundson, Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Three confidential letters of reference should be sent directly by the candidate to arrive no later than the application deadline. Applications will be accepted until March 3, 2001.

**THE UNIVERSITY COLLEGE OF THE FRASER VALLEY in Abbotsford, B.C. — Graphic Design Instructor, Faculty of Arts & Applied Arts** offers a 3-year, intensive program including three-dimensional to web and interactive design. We invite applications for a full-time, permanent teaching position focused on design and photography. Qualifications include proven professional accomplishments in graphic design, a minimum post-secondary teaching experience, facility with major photography and digital media application, and, preferably, web design and Internet familiarity. If you would like to join our professional, team-oriented department, and are available for full-time work at least 50% duty hours, please apply to: Hiring Manager, 2000-66 by February 15, 2001. Please include evidence of appropriate qualifications. Position begins August 1, 2001. Salary will be on the Faculty scale. Only candidates receiving an interview will be considered. We thank all applicants for considering UVCF for employment. UVCF is an employment equity employer. University College of the Fraser Valley, 33844 King Road, Abbotsford, B.C. V2S 7M6. Phone: (604) 854-4534, fax: (604) 854-1538, email: [enroll@uvcf.bc.ca](mailto:enroll@uvcf.bc.ca)

**UNIVERSITY OF TORONTO — Department of Fine Arts** The Department of Fine Arts invites applications for a tenure-track position at the rank of Assistant Professor or Associate Professor, to begin July 1, 2001. Applicants must hold an MFA or have equivalent professional experience. They should be practicing professional artists with a significant record of exhibitions and related activities, including for example curatorial projects, publications, and commissions. Artists working in the fields of photography, drawing and photo-based computer technology are particularly invited to apply. A strong commitment to undergraduate and graduate teaching and participation in university academic life is expected. Other qualifications include knowledge of contemporary and historical art theory, Faculty commensurate with qualifications and experience. Please submit CV and arrange to have three letters of reference sent directly to: Mark Goltz, Chair, Department of Fine Arts, 100 St. George Street, University of Toronto, M5S 3C3. Deadline for applications is March 1, 2001. The University of Toronto is committed to diversity within its community. The University especially welcomes applications from visible minority group members, women,

Aboriginal persons, persons with disabilities, and others who contribute to further diversification of ideas. In accordance with Canadian immigration requirements this advertisement is addressed in first instance to Canadian citizens and permanent residents.

### ASIAN STUDIES

**THE UNIVERSITY OF MANITOBA — The Asian Studies Centre** invites applications for a full-time, tenure-track position at the rank of Assistant Professor in Japanese Language and Culture. The appointment will begin on July 1, 2001 or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD in some aspect of Japanese culture by the time of appointment to the rank of Assistant Professor. Candidates whose doctoral dissertation will be completed shortly after July 1, 2001 may be appointed at the rank of Lecturer until the PhD is completed. Native or near-native fluency in Japanese is required. The field of specialization is open. Duties will include undergraduate and graduate teaching and supervision in the core components of the Asian Studies program, graduate supervision, research, and service-related activities. Candidates will teach Japanese language courses, a survey course on Japanese culture and/or courses in their field of specialization. The starting salary will reflect the qualifications and experience of the chosen candidate. Applicants should submit a curriculum vitae, and three letters of reference should be sent to: Professor Ed Moulton, Chair of the Search Committee, 60 Asian Studies Centre, University of Manitoba, Winnipeg, MB, Canada R3T 3N5 ([jmoulton@umanitoba.ca](mailto:jmoulton@umanitoba.ca)). Deadline for receipt of applications is February 28, 2001. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Further information concerning the position should be sent directly by the candidate to: <http://www.unimn.ca/faculty/asianstudies/>

### BIOLOGICAL SCIENCES

**BROCK UNIVERSITY — The Department of Biology** Sciences seeks applications for two NSERC Canada Research Chair positions in Plant Biotechnology and Plant Pathology, effective July 1, 2001. One appointment will be at the Tier II level and the other at the Tier I level. These appointments will support current endeavours in Biotechnology and/or in Oncology and Viticulture. Applicants for the Plant Biotechnology position should have broad experience in the use of molecular genetic approaches to the understanding of plant biochemical, physiological or ecophysiological processes. Applicants for the Plant Pathology position should have extensive experience in host-pathogen interactions. Expertise in genome biology and/or phytochemistry would build on existing strengths at Brock University and would be an asset. Tier I applicants are expected to be leaders in their field, have a strong international research presence and excellent teaching skills. Tier II applicants experience in the supervision of graduate and undergraduate research students. Tier I applicants should have outstanding international recognition and show very strong research and teaching potential. Both Tier I and Tier II positions come with significant discretionary research funding, additional funding through the Canadian Foundation for Innovation (CFI) for equipment, and reduced teaching loads. For information on Canada Research Chairs, please see <http://www.chc.ca>. In addition to standard facilities, specialized facilities available to the successful applicant include research vineyards, a plot winery, mass spectrometer (FAB and ion trap HPLC with electrospray source), high field time resolved EPR and picosecond time resolved fluorescence spectroscopy. Please submit a curriculum vitae, a statement of research interests and plans, a statement of teaching ideas and a list of potential referees to: Doug Bruce, Search Committee Chair, Department of Biological Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. E-mail: [dburce@brocku.ca](mailto:dburce@brocku.ca); Telephone: (905) 686-5550 ext. 3826; Fax: (905) 686-1655. Review of applications will begin on March 31, 2001 and continue until suitable candidates have been identified. The University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. Applicants from outside Canada who are eligible and Canadian expatriates are encouraged to apply. Brock is an actively growing university located in the heart of the beautiful Niagara Peninsula. More information and the names and addresses of the search committee members can be found on the University's website: [www.brocku.ca](http://www.brocku.ca)

### BIOLOGY

**CONCORDIA UNIVERSITY — Faculty of Arts and Science**, has up to three limited-term appointments available in the areas of introductory biology, organismal biology and ecology, and molecular biology and cell biology. Please see our full-page display ad in this issue.

**NISSING UNIVERSITY — Department of Biology** invites applications for a tenure-track position beginning July 1, 2001. Candidates should have a PhD and a strong commitment to undergraduate teaching and research in the context of a small university. The successful candidate will be expected to teach an introductory course in Human anatomy and physiology for the new collaborative B.Sc. (Nursing) program, as well as undergraduate biology courses in his or her area of expertise. The University of Nissling is a small, private, Christian university. The University offers competitive salaries and the excitement of building a young vigorous institution in medicine, nursing, and health. We are busy investing in state-of-the-art lab, teaching facilities, computer technologies, and research spaces. The construction of a new hospital at the edge of campus will enhance the delivery of this new B.Sc. (Nursing) Program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nissling University is committed to employment equity and encourages applications from all qualified candidates, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Subject only to Board approval, this position will be filled on July 1st, 2001. Review of applications will begin on Monday February 26, 2001 and continue until the position is filled. Applications, including curriculum vitae and the

name, address, phone number(s) and email address for each of three referees should be sent to: Robert V.E. Forster, PhD, Vice-President Academic and Research, Nissling University, 100 College Street, North Bay, Ontario, P1B 8G1.

**OKANAGAN UNIVERSITY COLLEGE — The Department of Biology** in the Faculty of Science at Okanagan University College invites a full-time tenure-track position at the rank of Assistant Professor to teach labs in general biology, botany and microbiology. Required qualifications are a M.Sc. in Biology. Post-secondary teaching experience is a plus. This is a term (full-time) appointment effective August 7, 2001 to May 3, 2002. Salary and working conditions are governed by the Okanagan University College Faculty Association. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae quoting Gammon Hill 599AC(OCUB), and please request three qualified individuals to submit references on your behalf by March 30, 2001 to Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8. Applications may be faxed to (250) 862-5475, or e-mail your application to: [exp@okanagan.bc.ca](mailto:exp@okanagan.bc.ca). E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please use the following: <http://www.oku.ca/calposting/>. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

**OKANAGAN UNIVERSITY COLLEGE — The Department of Biology** in the Faculty of Science at Okanagan University College invites a full-time tenure-track position at the rank of Assistant Professor to teach courses in General, Applied, Wastewater and Freshwater Microbiology. Required qualifications are a PhD in Microbiology or a related area. Post-secondary teaching experience is preferred. This is a full-time appointment effective August 6, 2001 to May 3, 2002. Salary and working conditions are governed by the Okanagan University College Faculty Association Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae quoting Competition No. B9 FAC(OCUB), and please request three qualified individuals to submit references on your behalf by March 30, 2001 to Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8. Applications may be faxed to (250) 862-5475, or e-mail to: [exp@okanagan.bc.ca](mailto:exp@okanagan.bc.ca).

**UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Biology** at the University of Prince Edward Island invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 2001, or by mutual agreement. The successful candidate will be expected to enhance existing departmental strengths in freshwater and terrestrial ecology, plant science, and molecular and cellular biology. By developing an active research program that encompasses one or more of the disciplines of microbiology, molecular biology and ecology. There is a fully equipped DNA analysis facility, including an automated sequencer, a wide range of marine field equipment, and a new confocal microscope available for research under the auspices of the Centre for Marine and Aquatic Resources recently funded by the Canadian Foundation for Innovation. Teaching duties may include microbiology and molecular biology, introductory biology and specialized courses at the senior level. Supervision of honours and graduate students is also expected. Applications including curriculum vitae and the names and addresses of three (3) referees should be forwarded to: Dr. Christian R. Lacroix, Chairperson, Department of Biology, University of Prince Edward Island, 550 University Avenue, Charlottetown, P.E.I. C1A 4P3. The closing date for applications is March 31, 2001. This position is subject to availability and final budget approval. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

### BIOSTATISTICS

**UNIVERSITY OF WATERLOO — Department of Statistics and Actuarial Science**. Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science. The University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the times of individuals or units. Such data may arise from observing complex processes in settings such as medicine, manufacturing, sociology, epidemiology, epidemiology, and public health. The types of problems motivating the research in this position arise in medicine. There will be contact and collaboration with health researchers in hospital, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multivariate models, and design for studies of complex disease processes. Faculty in the department with interests in biostatistics include K.S. Brown, R. Cook, J.D. Kalbfleisch, J.F. Lawless, D. Matthews, O'Hare, H.M. C. Smith, M. Thompson, and others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical scientific computing. Familiarity with clinical trials and epidemiology is a plus.



ology would be an asset. The initial appointment would be for one year with the possibility of renewal for a second year. The deadline for applications is February 28, 2001, but the position may be filled earlier than that date. Those interested and have three letters of reference sent to Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

## BIOTECHNOLOGY

**THE UNIVERSITY OF BRITISH COLUMBIA — Research Associate.** A position is available with the forest biotechnology group in the Biotechnology Laboratory at the University of British Columbia (http://www.biol.ubc.ca/biol) in the group of Dr. Jörg Bohmann (http://www.biol.ubc.ca/bohmann.html). The successful candidate will be involved with research on gene expression analysis, biotechnology and biology of induced defense responses and resistance mechanisms in conifers. The project will involve collaboration with industrial partners and government research institutions. Applicants with expertise in isolation and purification of high quality mRNA, cDNA library synthesis, cDNA cloning and cDNA or genomic ATP will be preferred. Additional experience in any of the following areas is desirable: Expression and characterization of recombinant proteins, in situ hybridization, immunolocalization, promoter analysis, analytical biochemistry (GC/MS), plant tissue culture. Applicants for positions at the University of British Columbia are required to hold PhD and have several years of postdoctoral experience. The position is grant supported and is for a period of one year, with the possibility of renewal contingent upon renewal of funding. Screening of applications will begin March 31, 2001 and continue until the position is filled. Please direct inquiries to applications (excluding CV and letters of reference) to: Jörg Bohmann, Biotechnology Laboratory, 6174 University Blvd. R237, Vancouver, BC Canada V6T 1Z2, Tel: 604-822-8282, Fax: 604-822-6957. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications must identify citizenship and immigration status.

## BUSINESS

**YORK UNIVERSITY — The Schulich School of Business** (formerly the Faculty of Administrative Studies) invites applications for tenured/assistant positions commencing July 1, 2001. Positions are available in the following areas: Accounting (2), Finance (2), Marketing (2), Strategy (2), Organizational Behaviour/Industrial Relations (1), Human Resources (1), Technology and Innovation, and Anne and Max Tanenbaum Chair in Family Enterprise. Preferred candidates will be qualified to teach and supervise Masters and Undergraduate programs; possess a completed doctorate; provide evidence of effective teaching; and have a commitment to scholarly research and publication. Salary and benefits are negotiable. Rank may vary by area, salary is competitive. Applicants should send a curriculum vitae to: Debra J. Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Applications will be accepted until positions are filled. For more information, please contact the Dean. York University has a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included accessible, minority, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to identify themselves during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Schulich School of Business welcomes applications from women, racial/ethnic minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found at (www.yorku.ca) or a copy can be obtained by calling the Affirmative Action Office at (416) 736-5113. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF NEW BRUNSWICK SAINT JOHN'S — Faculty of Business** invites applications for tenure track and/or term positions including the Honorary Professorship in Electronic Business & Commerce, Director of our Hospitality & Tourism program, Accounting, E-Business & Commerce (particularly in business intelligence, knowledge management, or management of interactive business), Finance, International Business, Marketing and MIS. All appointments are subject to budgetary approval. All positions require teaching in the MBA and undergraduate programs. International teaching assignment opportunities exist for our existing programs in Beijing and new programs in Hong Kong and Latin America. More information about the Faculty can be found at <http://business.unb.ca>. New Brunswick, the Saint John community, and the Faculty of Business have an outstanding reputation for their innovativeness, global perspective, and leading efforts in E-Business & Commerce (E-B&C). In addition to teaching, the E-B&C positions entail research and collaboration with the business community through the Faculty's Electronic Commerce Centre, an organization established in partnership with IBM, Nortel Networks, Sun Microsystems, DMR Consulting, The Province of New Brunswick, Scotia Bank, and UMSI. Further information can be found by reviewing the E-Centre Centre's website at [www.e-centre.com](http://www.e-centre.com). Desirable for non-entry level applicants is a high level of classroom effectiveness and demonstrated record of recent publications in peer-reviewed journals. Entry-level applicants should have an earned doctorate or equivalent, a commitment to effective teaching and the potential for quality research. Appointees have access to internal funds for research through the Dean's New Faculty Development Fund and University funds. Rank and salary will be commensurate with qualifications and experience. Review for these positions has begun although applications will be accepted until the positions are filled. Please send a letter of application, CV and the contact details of three referees to: Dr. Craig Fleish, Dean, Faculty of Business, University of New

Brunswick Saint John, PO Box 5050 Saint John, NB, E2L 4L5 Canada, [meclan@unb.ca](mailto:meclan@unb.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

**ROYAL MILITARY COLLEGE — The Department of Business Administration** invites applications for 2 three-year term positions at the level of Assistant Professor in any area of Financial Decision Making, Strategic Management, Project Management, Logistics Management, Finance or Accounting. The required qualifications are a PhD in Business Administration in a related field, an acceptable record of publications in the area of specialty, acceptable experience conducting research in a field related to the duties of the position, and acceptable teaching experience. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. The successful candidates should be prepared to teach in both English and French in Business Administration, at both the undergraduate and graduate levels. Additionally, the successful candidates will be required to conduct research programs. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages with a required linguistic profile of PNP/PEF. Preference will be given to staffing the bilingual position. However, an applicant who is a bilingual position may be established and candidates who apply for the position will be assessed to staff similar positions with various linguistic requirements. The salary range is under negotiation. The successful candidate should forward their curriculum vitae and a summary of research interests to: Mr. Sherry Pettit, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, PO Box 17000, Base Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, ext. 684, Fax: (613) 541-4495, Email: [s.pettit@cfm.ca](mailto:s.pettit@cfm.ca). The expected start date for the position is 1 July 2001. The closing date for applications is 15 March 2001. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials should provide evidence of Canadian equivalency. You may consult the Canadian Information Centre for International Graduate Studies at <http://www.cic.gc.ca/cic> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

**COLLEGE MILITAIRE ROYAL DU CANADA — Le département d'Administration des Affaires** cherche à combler deux postes d'enseignant de troisième et au rang de professeur (à temps plein) aux domaines de la finance, de la stratégie, de la gestion de projet et de la gestion des ressources humaines. Les candidats doivent posséder un doctorat en administration d'affaires ou un domaine connexe, un dossier acceptable de publications dans son domaine de spécialisation, une expérience de 3 à 5 ans en enseignement et en recherche, et être capable de développer la recherche dans un domaine relié au poste et une expérience accrue en enseignement. Il sera possible d'obtenir des postes de professeur (à temps plein) ou de professeur adjoint (à temps partiel) selon le niveau de Baccalauréat ou de maîtrise d'Administration des Affaires (MBA) en plus, ou des études de doctorat. Les candidats (choisissez) doivent être citoyens canadiens et en anglais. Le salaire est négociable. Les candidats doivent envoyer leur dossier de candidature (CV, lettres de recommandation, etc.) à: Mme Sherry Pettit, Bureau des Ressources Humaines (Kingston), Base des Forces Canadiennes Kingston, CP 17000, Succursale Forces, Kingston, ON K7K 7B4, Tel: (613) 541-5010, poste 684, Fax: (613) 541-4495, Email: [s.pettit@cfm.ca](mailto:s.pettit@cfm.ca). La date limite de dépôt des candidatures est le 15 mars 2001. Selon la loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger, doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements, il est suggéré de consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cic.gc.ca/cic>. Le Collège militaire royal du Canada est une institution mixte, bilingue, qui poste des offres également aux femmes et aux hommes. Nous soumettons aux principes d'équité en matière d'emploi.

**THE UNIVERSITY OF WINDSOR —** invites applications for a tenure track faculty position in the Faculty of Business Administration in the area of International Business in the rank of assistant professor commencing July 1, 2001. For details visit our website at <http://www.uwindsor.ca/facultypositions>. Contact Dr. Roger Hussey, Dean, Faculty of Business, University of Windsor, ON, N9B 3P4, Tel: 519-333-3000, Ext. 3021, Fax: 519-373-3773, Email: [jed@uwinid.ca](mailto:jed@uwinid.ca). **MCMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business** invites applications for a tenure-track position at the assistant professor level, commencing July 2001, in finance with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interests in other areas may be considered. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae stating the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business,

McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. Email: [babam@mcma.ca](mailto:babam@mcma.ca), Fax: (519) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Applications should be considered until the position is filled. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: [babam@mcma.ca](mailto:babam@mcma.ca), Fax: (519) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

**MCMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business** invites applications for the CBC World Markets Chair in Financial Markets. The proposed chair will normally be a senior tenured appointment. The suitable candidate shall be an individual who has made or is expected to make significant contributions to the general area of Financial Markets and shall be actively engaged in research. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding and publications of high quality in major scholarly outlets. The Chair is expected to contribute to the academic program as well as the Society initiatives with the business community. The Chair holder shall undertake the normal duties of a faculty member within the School of Business, commencing in 2001. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: [babam@mcma.ca](mailto:babam@mcma.ca), Fax: (519) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

## CANADIAN STUDIES

**WESTERN WASHINGTON UNIVERSITY — Distinguished Visiting Professorship of Canadian Culture.** The University is seeking candidates for the Distinguished Visiting Professorship of Canadian Culture. Position consists of teaching, research and performance, and community outreach related to Canadian culture and society in such areas as ethnicity, art, literature, music, communications, history and philosophy. Term of one to three years, preferred starting date September 15, 2001. A late start date is negotiable. The position is administered by the Center for Canadian-American Studies. For complete job description go to <http://www.western.edu/academic/cas> or contact Cecilia Dwyer, Chair, Search Committee, Canada House 201, Western Washington University, Bellingham, WA 98225-3110, USA, 360-450-3816 (WA St. Relay # 1-800-433-6388), email: [Cecilia.Dwyer@wwu.edu](mailto:Cecilia.Dwyer@wwu.edu). AA/EEO: We do not discriminate on the basis of race, sex, age, religion, or ethnicity in our employment practices.

**Dalhousie University SAINT MARYS UNIVERSITY — School for Resource & Environmental Studies Assistant Professor** The School for Resource and Environmental Studies provides a setting for creative scholarship in a dynamic interdisciplinary environment. Applications are invited for a two-year term position at the level of Assistant Professor. The successful candidate will have a solid, general knowledge of resource and environmental studies. Preference will be given to applicants with demonstrated competence in several of the following areas: sustainable development, ecological economics, risk assessment, cultural ecology, nature/coastal ecosystem management, quantitative research methods. The position offers plentiful opportunities to pursue collaborative work within a unique Faculty of Management which also comprises Schools of Public Administration, Business Administration, and Library and Information Studies. A completed PhD, evidence of teaching effectiveness, and strong research potential supported by publications are required. The position involves teaching and thesis supervision mainly at the graduate level (although undergraduate teaching is planned), and participation in School administration is expected. The position is available 01 July 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. The deadline for applications is 15 March 2001. Applicants should send a full CV, names and coordinates of three references, and sample publications to: Peter Dunker, Director, School for Resource and Environmental Studies, Dalhousie University, 1312 Robie St., Halifax, Nova Scotia, Canada B3H 3J5. Phone: 902-494-7100, Fax: 902-491-3728, Email: [peter.dunker@dal.ca](mailto:peter.dunker@dal.ca).



**University of Alberta  
Edmonton**

## Assistant Professor Public Administration and Local Governance

The Faculty of Extension, University of Alberta (Canada) invites applications for a tenure track, Assistant Professor position, beginning July 1, 2001. This position will be affiliated with the Faculty's Government Studies Unit.

The successful candidate will possess a PhD, or its equivalent, in one of the following disciplines or fields of study: political science or public policy; public administration or public management; public economics; local authority law.

The appointee will be dedicated to promoting good government through rigorous research and scholarship, and by teaching and exercising academic leadership within a university outreach context. A willingness to adopt and experiment with the new academic technologies for learning is important. Preference will be given in selection to candidates whose research and teaching are focused on local and regional government and governance.

The preferred candidate will demonstrate experience in: university teaching and/or outreach experience in one of the preferred disciplines or disciplinary sub-fields; research/scholarship and academic publication in one of the focus areas; use of academic technologies for learning; participation in a national and international network of experts in the field or related areas.

The appointee will be an effective communicator who can command respect and recognition from high levels of government. The ability to demonstrate strategic thinking within the university continuing education context would be highly desirable.

Government Studies activities and programs currently focus on practicing local authority administrators, local authority

elected officials, and the broader community leadership involved in local governance. The organization specializes in developing and implementing distance education programs and special policy seminars. A new strategic emphasis concentrates on research in aid of the local government sector. Salary and benefits will be negotiated within the Assistant Professor range.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications including a letter addressing the above qualifications and desired attributes, a curriculum vitae and information for three academic referees should be submitted by February 28, 2001 to:

**D.R. Garrison, Dean, Faculty of Extension,  
2-02 University Extension Centre,  
8303 - 112 Street, Edmonton, Alberta,  
Canada, T6G 2T4**

Information on the Faculty of Extension is available online at: [www.extension.ualberta.ca/](http://www.extension.ualberta.ca/). Information on Government Studies is available online at: [www.extension.ualberta.ca/govstudies/](http://www.extension.ualberta.ca/govstudies/).

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## Where World meets



**Dalhousie University  
SCHOOL FOR RESOURCE & ENVIRONMENTAL STUDIES  
Assistant Professor**

The School for Resource and Environmental Studies provides a setting for creative scholarship in a dynamic interdisciplinary environment. Applications are invited for a two-year term position at the level of Assistant Professor. The successful candidate will have a solid, general knowledge of resource and environmental studies. Preference will be given to applicants with demonstrated competence in several of the following areas: sustainable development, ecological economics, risk assessment, cultural ecology, nature/coastal ecosystem management, quantitative research methods. The position offers plentiful opportunities to pursue collaborative work within a unique Faculty of Management which also comprises Schools of Public Administration, Business Administration, and Library and Information Studies.

A completed PhD, evidence of teaching effectiveness, and strong research potential supported by publications are required. The position involves teaching and thesis supervision mainly at the graduate level (although undergraduate teaching is planned), and participation in School administration is expected. The position is available 01 July 2001.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

The deadline for applications is 15 March 2001. Applicants should send a full CV, names and coordinates of three references, and sample publications to:

**Peter Dunker, Director,  
School for Resource and Environmental Studies,  
Dalhousie University,  
1312 Robie St.,  
Halifax, Nova Scotia, Canada B3H 3J5  
Phone: 902-494-7100  
Fax: 902-491-3728  
Email: [peter.dunker@dal.ca](mailto:peter.dunker@dal.ca)**



# CAREERS CARRIÈRES

ceived by March 31, 2001. In accordance with Canadian immigration requirements, this position is directed in the first instance to Canadian citizens and permanent residents. Simon Fraser University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities.

## CHEMISTRY

**CONCORDIA UNIVERSITY – Faculty of Arts and Science.** has one limited-term position available in the area of general chemistry. Please see our full-page display ad in this issue.

**BROCK UNIVERSITY – Department of Chemistry.** The University invites applications for a Canada Research Chair to commence September 2001. Review of applications will begin on May 31, 2001 and continue until suitable candidates have been identified. The successful candidate will have established an internationally recognized research programme at the interface of analytical chemistry and biology, answering real biological questions using the tools of analytical chemistry. The successful candidate will be a member of the Department of Chemistry and the Centre for Biotechnology. The recently established Centre for Biotechnology is a joint initiative of the Departments of Chemistry and Biological Sciences and provides a unique opportunity for researchers in the interdisciplinary area of biotechnology. The Centre offers M.Sc. and Ph.D. degrees in both Chemical and Gene Biotechnology. Brock is a mid-sized university with an enrollment approaching 13,000 students. The Departments of Chemistry and Biological Sciences consist of twenty-five full-time faculty members plus technical support staff. Research is supported by NERC and other government and private agencies. Research experience in Chemistry, Biology, and Inorganic Chemistry and Viticulture and Cool Climate Oenology.

cludes an upgraded Kratos Concept 15 sector mass spectrometer, Bruker 300 and 200 MHz multinuclear NMR spectrometers for solutions and solids, HP G6050, new PE Optima 3500V ICP-MS system, research AAs and ICP-DRC, FT-IR, electrospray/APCI/MS/MS, GC and HPLC equipment, solid rooms, centrifuges, radiation counters, culture and fermentation facilities. Full details of the Canada Research Chair program (which includes reducing teaching and guaranteed funding opportunities) can be found at [www.chair.ca](http://www.chair.ca). For more details on the Department, see [www.brocku.ca/chemistry](http://www.brocku.ca/chemistry), or contact the Chair, Prof. Ian Brindle, (905) 688-5550 ext. 3445 or [ibrindle@brocku.ca](mailto:ibrindle@brocku.ca). Applications including a curriculum vitae, the names, telephone and fax numbers or e-mail addresses of three referees, and a detailed research plan should be sent as soon as possible. Candidates can expedite matters by having referees write the department directly. Search Committee Co-ordinator, Department of Chemistry, Brock University, St. Catharines, Ontario L2S 3L4. Consideration of applications will be continuing immediately and continue until the positions are filled. Brock University is committed to a positive action policy aimed at reducing gender imbalance on faculty, qualified women candidates are especially encouraged to apply. Applicants from outside of Canada are eligible and Canadian expatriates are encouraged to apply.

**LAKEHEAD UNIVERSITY – The Department of Chemistry** invites applications for two probationary (tenure-track) appointments at the Assistant Professor level, one in organic and one in inorganic chemistry, to commence August 1, 2001, subject to final budgetary approval. Applicants will have a PhD along with postdoctoral or relevant industrial experience. The successful candidates will be expected to teach at the undergraduate and graduate levels and to develop externally funded research programs in their areas of expertise. Information regarding available research resources (including the recent addition of a Varian Unity Inova 500 MHz spectrometer to our NMR facility) may be found at [www.lakeheadu.ca/chem](http://www.lakeheadu.ca/chem). Applicants must submit a curriculum vitae (including a list of publications), a summary of research interests and a detailed research proposal (RERC format or equivalent) including a summary of proposed equipment needs and costs, to: Dr. J. Gellert, Dean of Arts and Sciences, Lakehead University, 955 Oliver Rd., Thunder Bay, Ontario, P7B 5E1. Please advise to direct three confidential reference letters sent directly. Review of applications will begin February 28, 2001 and will continue until the positions are filled. Canadian Citizens and Permanent Residents will be considered first for this position. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals with visible minorities, Aboriginal persons, and persons with disabilities.

**THE UNIVERSITY OF ALBERTA – The Department of Chemistry** at the University is seeking an individual with exceptional promise in an outstanding record of research and teaching experience for a faculty position in Organic Chemistry to begin July 1, 2001. The rank for this position is open and applicants at any Professional level from Assistant Professor to full Professor will be considered. We are looking for candidates whose research interests will complement those of the present faculty (see [www.ualberta.ca](http://www.ualberta.ca)), however, outstanding individuals in any area of organic chemistry are encouraged to apply. The research of 30 faculty and 160 graduate students is supported by excellent services, including X-ray crystallography, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. Candidates at the entry level should submit a curriculum vitae, a research proposal and arrange to have three confidential letters of reference sent on their behalf. Senior candidates should send a curriculum vitae and the names of three references. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The application deadline is March 31, 2001 and applications should be sent to: Professor Gary Hollick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOI/PIPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

**OLAHUSIE UNIVERSITY – Medicinal Chemistry Position.** Applications are invited for a full-time, tenure-track position in Medicinal Chemistry. Increased enrollment has resulted in this opportunity at the College of Pharmacy, Dalhousie University. The successful candidate will be considered for a PhD or related field, or a PhD not completed, is required. Relevant teaching and postdoctoral research experience are desirable, as is a degree in pharmacy. The College is in its first year of implementing a clinically oriented, problem-based learning curriculum. The successful applicant will be expected to provide

some lectures and to serve as a tutor and "discovery expert" as appropriate. The individual will also be required to actively participate in the development of problem-based learning which integrates the basic sciences and pharmaceutical sciences with clinical practice and pharmaceutical care. Demonstrated creativity and innovation are essential. Research time is available as a component of assigned faculty workload. There are excellent opportunities to participate or collaborate in pharmaceutical, biomedical, and health research within the University affiliated teaching hospitals, and research institutes in the metropolitan area. The successful candidate will also participate in College, Faculty and University committees and contribute to scholarly activities and Continuing Pharmacy Education programs in the College, and other professional service activities. The College of Pharmacy is one of nine schools within the Faculty of Health Professions. Dalhousie University is located in Halifax, Nova Scotia, a small historic, and culturally active city located in a province with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, sailing, hiking and camping. Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, and the name, address, phone number, and e-mail address (if applicable) of three references to: Chair, Appointments Committee, College of Pharmacy, 5668 College Street, Halifax, Nova Scotia, B3H 3J5, Fax (902) 493-1356, e-mail [Pat.Farmier@dal.ca](mailto:Pat.Farmier@dal.ca). Web site address: [www.dal.ca/pharmacy](http://www.dal.ca/pharmacy). Consideration of applications will begin on or about February 28, 2001. Subject to budgetary approval and in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

## CLASSICS

**L'UNIVERSITÉ D'OTTAWA – Le Département des études classiques et des sciences des religions sollicite des candidatures pour un poste de professeur au rang d'adjoint à la permanence, ouvert à partir du 1er septembre 2001. Domaines de spécialisation: langues et littéraires grecques et latines; spécialisation en histoire ancienne, en archéologie ou dans les disciplines connexes. Le candidat ou la candidate devra être titulaire d'un doctorat récent ou avoir obtenu la spécialisation et disposé de publications à caractère universitaire pour les recherches en matière de langues anciennes (métriques) à l'Université d'Ottawa. Il ou elle doit avoir une maîtrise suffisante des langues française et anglaise pour pouvoir enseigner et diriger des recherches en France et l'autre. Le français est essentiel. Le traitement et la charge de travail seront en conformité avec la convention collective de l'Université. Les femmes sont fortement encouragées à postuler à cette position. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation avant le 15 février 2001 à Monsieur Pierre Beyre, directeur, Département des études classiques et des sciences des religions, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5. Tél. 613-562-5714. Téléc. 613-562-5591. Courriel: [cbeyre@uottawa.ca](mailto:cbeyre@uottawa.ca).**

## COMMUNICATION STUDIES

**WILFRID LAURIER UNIVERSITY – The Communication Studies** program invites applications for a two-year limited-term position, commencing July 1, 2001, subject to budgetary approval. The successful candidate will have a commitment in one of the following areas and ability and willingness to teach at least two of the following: Mass Media, Communication Theory, Media, Gender and Society, Political Economy and Policy, Critical Approaches to Advertising and Marketing. In addition, experience in teaching a course in Research Methods will be considered an asset. Outlets will include undergraduate teaching and research. Applicants should have a graduate PhD in Communication Studies or a cognate discipline, relevant teaching experience and an established research record. Applicants should submit a letter of application with a curriculum vitae, copies of recent publications, and evidence of excellence in teaching, and also arrange for three letters of reference to be sent by March 15, 2001 to: Dr. Paul Hayes, Communication Studies Program, Wilfrid Laurier University, 7575 University Avenue West, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is an equal opportunity employer and encourages applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

**CONCORDIA UNIVERSITY – Faculty of Arts and Science.** has up to three limited-term appointments available in its Department of Communication Studies. Please see our full-page display ad in this issue.

## COMMUNITY STUDIES

**UNIVERSITY COLLEGE OF CAPE BRETON – Assistant Professor, Problem Centred Studies (PCSD) 123.** invites applications for a probationary tenure-track position in the Department of Community Studies at the rank of Assistant Professor to commence July 1, 2001. Successful candidate will teach PCSD 123, 200, 300, 350 and/or 353. Course descriptions are available in the UCCB Calendar. Applicants should have a PhD; however, individuals with a Master's degree and exceptional teaching and research experience may be considered. Experience in process education, small group instruction and self-directed learning will be considered an asset. The union affiliation of this position is the UCCB Faculty Association of University Teachers (FAUT). This position is subject to budgetary approval. UCCB is an equal opportunity employer and encourages applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Reference number, a complete dossier including a curriculum vitae, evidence of teaching experience, samples of published works and the names, addresses and telephone numbers of three references to the contact person below no later than 4:00 p.m. March 15, 2001. Full posting available at [www.uccb.ns.ca](http://www.uccb.ns.ca).

## COMPUTER SCIENCE

**BROCK UNIVERSITY – Department of Computer Science.** The Department of Computer Science ([www.cpsc.brocku.ca](http://www.cpsc.brocku.ca)) invites applications for two tenure-track (full-time) positions at the assistant professor level to commence in July 2001 or until filled, subject to final budgetary approval. Appointment at a higher rank may be considered. The Department is active in any of the general areas of networks, databases, artificial intelligence, data mining, human-computer interaction and human factors would be an advantage. Qualified candidates in all areas of computer science are encouraged to apply. The Department offers undergraduate degrees in Computer Science and Computing and Business. Faculty research currently focuses on networks, parallelism, programming languages, artificial intelligence, machine learning and combinatorics. The Department is a member of a network of Silicon Graphics workstations, a 16-server Silicon Graphics Origin 2000 server, and PC-compatible multiprocessor systems. Applicants should submit a letter of application (including e-mail) of three referees whom we can contact. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer and is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the University's website [www.brocku.ca](http://www.brocku.ca). Applications will be accepted until the positions are filled. Contact: [icw@dal.ca](mailto:icw@dal.ca).

**UNIVERSITY OF ALBERTA – Do you have a commitment to the science of computing? Are you looking for an academic discipline that focuses on the science of your discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have an established research laboratory, including Algorithms, Artificial Intelligence and Cognitive Science, Database Systems, Graphics, Networks and Communications, Distributed Systems, Software Engineering, and Vision and Robotics. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research in Computing Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have a large SGI Origin 2000, and a 30 i-messive display powered by an SGI O2. We are currently constructing a new research laboratory building adjacent to a renovated historical building, to provide a state-of-the-art research space consolidated in the middle of our campus of about 30,000 students (see the Web-Can at [www.uab.ca](http://www.uab.ca)). Our current complement of 35 regular faculty work within a department of 28 support staff, 140 graduate students (450 MSc/PhD) and 400 undergraduate students. Our consistent research excellence in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our visiting students**

## Ontario Institute for Studies in Education



For more information about OISE/UT please visit our web site at <http://www.oise.utoronto.ca>

For more information about the Department of Sociology & Equity Studies in Education, visit <http://www.oise.utoronto.ca/depts/ese>

## Assistant/Associate Professor Social Justice, Diversity & Equity

OISE/UT is seeking to make an appointment at the rank of Assistant or Associate Professor in Social Justice, Diversity and Equity, which is an area of emphasis for the University of Toronto under the Canada Research Chairs program. The appointment will be made in OISE/UT's Department of Sociology and Equity Studies in Education. The successful candidate will be nominated for a Canada Research Chair.

The successful candidate will work in areas combining equity, diversity and/or social justice concerns with cultural studies and/or sociological theory, and will have a doctoral degree in sociology or a closely related field. The candidate must be recognized as an excellent emerging researcher who has demonstrated particular research creativity, must have an innovative and original proposed research program, and must be likely to attract excellent graduate student trainees.

Persons hired will have opportunities to contribute to both graduate programs and preservice teacher education programs. Most courses are offered in English, however, there are also some opportunities to teach in French for those who are interested.

Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2001 or as soon thereafter as can be arranged. Applications, which must include full curriculum vitae, a brief outline of the candidate's current and proposed program of research, and two samples of published work, should be submitted by March 19, 2001 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor St West, Toronto, Ontario M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. Applications will be accepted until the position is filled.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.



## Dalhousie University Management Information Systems Assistant/Associate Professor

The School of Business Administration invites applications for a tenure-track position in MIS at the rank of Assistant Professor or Associate Professor. PhD in relevant discipline and evidence of teaching effectiveness and research potential are required. The appointment involves teaching at the undergraduate and graduate levels. Positions available July 1, 2001. Salary Competitive. Further information on the University, the Faculty of Management, and the School of Business can be found on the world wide web at [www.mba.dal.ca](http://www.mba.dal.ca). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. Applicants should send a complete cv (education history, teaching, research and other pertinent work experience, list of publications and presentations, names of three references including addresses and telephone numbers) and a sample of research work to:

Dr. Blyth Archibald, Chair  
MIS Search Committee  
School of Business, Dalhousie University  
6152 Coburg Road  
Halifax, Nova Scotia, B3H 1Z5, Canada.  
Voice: (902) 494-1818  
Fax: (902) 494-1107  
Email: [Blyth.Archibald@Dal.CA](mailto:Blyth.Archibald@Dal.CA)

Consideration of applications will begin February 17, 2001 and continue until the position is filled



## Simon Fraser University Assistant Professor Environmental Planning

The School of Resource and Environmental Management at Simon Fraser University ([www.sfu.ca](http://www.sfu.ca)) invites applications for a full-time, tenure-track appointment at the Assistant Professor level, beginning September 1, 2001. Candidates should have strong experience in environmental planning and management (completed or almost completed PhD), especially in institutional analysis. The school is interested in candidates who combine this expertise with a research interest in one or more of the following areas: impact assessment, First Nations land use planning, sustainable community planning, water policy. The successful candidate will direct graduate research and conduct a research program in a dynamic, multidisciplinary professional school. The candidate may teach graduate and undergraduate courses in topics such as: (1) environmental and social impact assessment, (2) First Nations land use planning, (3) water planning and policy, or (4) other aspects of resource and environmental management as required by the school. Relevant teaching experience and membership in the Canadian Institute of Planners (for a reasonable prospect of membership) are desirable.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Canadians and permanent residents will be given preference, however, non-Canadians are encouraged to apply. All appointments are subject to budgetary authorization.

Applicants should send a curriculum vitae, transcripts, samples of relevant reports and immediately request three references to send confidential letters of recommendation directly to:

Director  
School of Resource and Environmental Management  
Simon Fraser University  
Room 9677 Shrum Classroom Bldg.  
8888 University Drive  
Burnaby, B.C. V5A 1S6  
Tel: (604) 291-3704  
Fax: (604) 291-4698

The closing date is 15 March 2001. It is important that all application materials, including references, be received by this date.







# CAREERS CARRIÈRES

Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applicants should include a curriculum vitae and the names of at least three referees, and should be received no later than March 12, 2001. Please send applications to Dr. Roy Graham, Chair, Department of Curriculum & Instruction, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC V8W 3A4, <http://www.educ.uvic.ca>, phone (250) 721-7886, fax (250) 472-4516, email: [rbm@uvic.ca](mailto:rbm@uvic.ca)

**THE UNIVERSITY OF SASKATCHEWAN** — The College of Education invites applications for approximately 16 College Supervisor positions during the fall term of the 2001 – 2002 academic year. Successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K – 12 teaching experience and a valid Saskatchewan Teaching certificate or eligibility for such, B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in intern supervision, proven ability to work with administrators, teachers, student teachers, and interns, willingness and ability to travel and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. These are full-time term positions from August 1, 2001 through December 31, 2001. Candidates should submit a covering letter, curriculum vitae and the names of three referees to: Dr. R.O. Fries, Assistant Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan S7N 0X1 Canada. Deadline for applications is April 12, 2001. Candidates will likely not be informed of appointments until June 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal peoples, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

**UNIVERSITY OF ALBERTA** — Physical Education. The Department of Elementary Education invites applications for a full-time, tenure track position in the area of physical education. The appointment will be at the Assistant Professor level with a salary commensurate with this level. The date of appointment will be July 1, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a letter outlining potential contributions to the Department in teaching and research, a curriculum vitae, a sample of scholarly work and the names of three referees, should be sent to Dr. Danne Obeng, Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551, Education South, Edmonton, Alberta, T6G 2G5. Fax (780) 492-7022. The application deadline is March 15, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal peoples.

lege, located in Grande Prairie, a city approximately 450 kilometers from Edmonton. The remainder of the instructional responsibilities will involve undergraduate and graduate instruction in curriculum and instruction courses for elementary education students on the campus of the University of Alberta in the city of Edmonton. Supervision of field experiences and graduate supervision may also be involved in the instructional duties. An ongoing program of research is expected. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a letter outlining potential contributions to the Department in teaching and research, a curriculum vitae, a sample of scholarly work and the names of three referees, should be sent to Dr. Danne Obeng, Chair, Department of Elementary Education, Faculty of Education, University of Alberta, Room 551, Education South, Edmonton, Alberta, T6G 2G5. Fax (780) 492-7022. The application deadline is March 15, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal peoples.

**THE UNIVERSITY OF ALBERTA** — Department of Educational Psychology invites applications for a full-time, tenure track position in the area of Educational Measurement and Evaluation. The appointment will be at the Assistant Professor level with a salary commensurate with this level. The date of appointment will be July 1, 2001. Working in the Centre for Research in Applied Measurement and Evaluation within the Department, the successful candidate will be expected to maintain an active program of research and publication. The Department is interested in applicants who can link their research and teaching to one or more other areas in the Department (Learning and Development, Counseling, School Psychology, Special Education, Deafness Studies, Teaching English as a Second Language, and Instructional Psychology). Responsibilities will include: 1) teaching undergraduate and graduate courses; 2) carrying out an active research program; 3) supervising graduate student research; and 4) providing service to the university and the community at large. Candidates should have a doctoral degree, a beginning record of publications, and scholarly presentations. It is preferable that applicants have a background in education and have a teaching certificate and/or practical experience in educational settings. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, curriculum vitae, state-

ment of research interests, and one published paper or paper accepted for publication, if available, and three letters of reference should be submitted by March 15, 2001 to Dr. Len Siewen, Chair, Department of Educational Psychology, 5-101, University of Alberta, University of Alberta, Edmonton, Alberta, T6G 2G5. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal peoples.

**THE UNIVERSITY OF WINNIPEG** — Department of Education invites applications for a limited-term faculty position in the Faculty of Education in the area of Primary/ Junior Language Arts at the rank of assistant professor commencing July 1, 2001. For details visit our website at: [www.winnipeg.ca/education](http://www.winnipeg.ca/education). Contact: Dr. Ian Crawford, Interim Dean, Faculty of Education, University of Winnipeg, Winnipeg, ON, R3S 3P4, Tel: 204 253 3000, Ext. 3800, Fax: 204 971-3512, Email: [icw@uwinnipeg.ca](mailto:icw@uwinnipeg.ca)

## ELECTRONICS

**CARLETON UNIVERSITY** — The Department of Electronics Applications are invited for a Junior Industrial Chair in the Department of Electronics, to commence immediately. The Chair will be sponsored by PNC-Sierra and will be a tenure track position at the assistant professor rank. This position is subject to budgetary approval. Candidates must hold a doctoral degree in high-speed or microwave circuit design, or semiconductor device physics. The successful candidate will be expected to teach in the undergraduate and graduate programs in the department, and to build a leading-edge research program in the field of high-speed circuit design for data communications. Expertise in high-speed data and clock recovery circuits, and the ability to integrate knowledge in the fields of high-frequency circuit design, device physics, data communications, and microwave engineering is particularly valued. Close collaboration with the communications research results to PNC-Sierra is also expected. Membership or eligibility for membership in a Canadian professional engineering association is desirable but not essential. The Department of Electronics has a long history of research excellence in VLSI, IC process technology, CAD for VLSI, antenna design, and semiconductor device modeling and has superb infrastructure to support work in these fields (which can be found at <http://www.doe.carleton.ca>). The Department is a member of all relevant federal and provincial centers of excellence, including CITO, Microtron and CITR. The faculty includes three IEEE Fellows. Carleton University's location in Ottawa, Canada's high technology capital, has allowed the Department to develop strong research collaboration with many key companies in telecommunications and microelectronics sector. There is also strong collaboration with the National Research Council and the Communications Research Centre in the National Arts Centre, the National Gallery and many major museums, Ottawa. There are also excellent opportunities for outdoor sports and recreation throughout the year. Applications, with a detailed curriculum vitae, and the names of three referees, should be sent to: Professor M.G. Tai, Chair, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, telephone: (613) 520-5788, fax: (613) 520-5708. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and people with disabilities. Persons from these groups are encouraged to apply.

## ENGINEERING

**CONCORDIA UNIVERSITY** — The Department of Mechanical Engineering is seeking applications for a Tier 1 Canada Research Chair in the area of Adaptive Controls & Robotics starting June 2001. The Department offers Ph.D., M.Sc., and Ph.D. programs and has a well established and well-funded faculty research activity. The department also has three strong research centres with focus on Industrial Control, Advanced Vehicle Engineering, and Materials & Composites. The Department also houses the Concordia Institute for Aerospace Design & Innovation, which is supported by local aerospace industries and is engaged in the training of engineers in the multidisciplinary design of aircraft systems. Faculty members in the Department have close relationships with local industry and their strong research activities enjoy excellent support from manufacturing and other industries in Montreal and surrounding areas. Candidates should have a Bachelor's and a PhD degree in Mechanical Engineering with a strong background in Adaptive Controls, Robotics, Embedded Systems, Strong research record and successful record of funding. The candidate should also have excellent teaching experience in teaching courses in relevant areas such as Robotics and manipulators, control system design, and computer integrated manufacturing. The candidate should be a leader in his/her area and should be able to establish and lead research teams in the above areas and attract external funding. Eligibility for certification as a Professional Engineer in Quebec or in another Canadian province is essential. Knowledge of French would be an asset. Applications including detailed curriculum vitae and names of at least three referees, should be sent to: Dr. R. Bhat, Professor and Chair, Department of Mechanical Engineering, Concordia University, 1455 de Montreuil Boulevard West, H4S 3A9, Montreal, Quebec, Canada H3G 1M8, or e-mail to [mecheng@concordia.ca](mailto:mecheng@concordia.ca). Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

## Northeastern Ontario Regional Cancer Centre

**Cancer Care Ontario** operates eight regional cancer centres in Ontario, with several new centres scheduled to open between 2002 and 2005. Our work includes programs in cancer prevention, screening, treatment (medical, surgical and radiation), supportive care, research, education and the development of treatment guidelines.

**Cancer Care Ontario** is the province's leader in the integration and coordination of cancer control services, and the Ministry of Health and Long-Term Care's principal adviser on cancer issues.



The Northeastern Ontario Regional Cancer Centre (NEORCC) is a division of Cancer Care Ontario, which provides a province-wide system of cancer prevention, treatment, research and education. NEORCC conducts research in a wide variety of areas including clinical trials, radiation therapy, epidemiology, psychosocial services, and the molecular biology of cancer. The Tumour Biology Group is a highly successful research group at NEORCC, which enjoys substantial support by peer review agencies such as CIHR (formerly MRC), NSERC, Cancer Research Society, Heart & Stroke Foundation, Canadian Breast Cancer Foundation, and Ontario Research and Development Challenge Fund. We are currently seeking a Career Scientist.

This will be the first of three "hard salary" positions, which will include a generous start-up grant and stable core funding. The successful applicant will establish and direct an effective research program in tumour/cancer biology using current methods in molecular biology, biochemistry, cell biology, radiobiology or pharmacology. The individual will have the opportunity to work in a newly established, modern laboratory and will be encouraged to collaborate with other scientific and clinical researchers. Although this is a full-time research position, some teaching/supervision of Laurentian University undergraduate and graduate students will be expected. The successful candidate will also be expected to acquire additional research support from national and/or international granting agencies. A Ph.D. degree with at least two years of post-doctoral experience is required. Academic appointments at Laurentian University and/or the University of Ottawa Medical School will be available. Bilingualism (English/French) is an asset.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications are invited from all qualified candidates.

Applicants should submit a curriculum vitae, summary of research experience, and a brief statement of research plans. These materials and three letters of recommendation should be sent before March 1, 2001 to: Dr. Amadeo Parissenti, Chair in Cancer Research, Northeastern Ontario Regional Cancer Centre, 41 Ramsey Lake Road, Sudbury, Ontario, P3E 5J1. Please quote file name: SCI 12/00.

For a more detailed description of the Tumour Biology Group, its research programs, and its staff, please visit our website at: <http://www.neorcc.on.ca/research/tumour/webpage.html>

We are an equal opportunity employer.

The University of Prince Edward Island is seeking applications or nominations for

## Vice President, Academic Development

**UPEI** is a great small university emphasizing academic excellence, high quality research, unique location and a strong sense of university community. Its undergraduate and graduate programs promote a progressive, student-centered learning environment.

The successful candidate will:

- lead the development of UPEI as a student-centered university
- foster the development of student life and of the university as a community
- serve as UPEI's senior administrative officer for the academic support units: computer services, student services, libraries, student recruitment and retention, registration, athletics, international education, and distance and continuing education
- help set the tone for the learning environment in UPEI's faculties: Arts, Business Administration, Education, Nursing, Science, and Veterinary Medicine
- facilitate cross-curricular program development of writing and other core academic strengths
- foster the progressive use of technologies at UPEI
- serve as a key member of UPEI's senior management team
- promote faculty development
- facilitate educational partnerships for UPEI
- play a lead role in University planning and policy development

To learn more about the exciting climate of academic development at UPEI, visit our website: <http://www.upei.ca>

The appointment will be for an initial 5 year term commencing July 1, 2001.

Salary will be commensurate with qualifications and experience. Closing date is March 16, 2001.

Letters of application, including a current curriculum vitae, should be sent to the Search Committee, Vice President Academic Development, President's Office, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, C1A 4P3. Tel: (902) 566-0683, Fax (902) 628-4311.

Applicants should have three letters of reference sent to the same address.



## The University of Prince Edward Island

In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to gender equity in employment.

**UPEI** [www.upei.ca](http://www.upei.ca)  
a great small university!



## EXTENSION DIVISION

### Assistant Professor of Extension: Distance Education

Applications are invited for a full-time tenure-track position as Assistant Professor of Extension with responsibility for distance education.

**Duties:** Reporting to the Dean, the successful candidate will have overall responsibility for policy development, planning, implementation, and evaluation of the Extension Division's distance education programs. The appointee will work collaboratively with others in the Extension Division and other colleges and units to develop, implement and evaluate distance education programs. The appointee will maintain productive relationships with external agencies involved in distance education. Duties will also include conducting research, and obtaining funding for distance education initiatives and may include teaching and supervision of graduate students.

**Qualifications:** Candidates must have demonstrated knowledge and competence in the following areas: adult education; educational technology; distance education; and university-level teaching and learning. Candidates should have successful experience in program development and administration, in research, and in teaching. Also important are awareness of current research, theory, and developments in distance education and instructional design; research skills and a vision for a distance education research program; excellent interpersonal skills and the ability to work well on a team.

Applicants must hold, or be near completion of, a doctoral degree in an appropriate field (e.g. adult education, continuing education, educational technology, instructional design, distance education). A doctoral degree in another field may be acceptable when combined with other qualifications and relevant experience.

**Salary:** \$45,156 – \$62,874

**Starting Date:** The closing date for applications is March 23, 2001.

**Application Date:** The appointment will commence July 1, 2001.

Candidates for this position should send a curriculum vitae, a letter of application that includes a statement of teaching and research interests, and the names and full contact information for three professional references, to Dr. Gordon Thompson, Dean, Extension Division, University of Saskatchewan, 117 Science Place, Saskatoon SK S7N 5C8, or [ext.dean@usask.ca](mailto:ext.dean@usask.ca).

Candidates are encouraged to review the more detailed job description available on the Extension Division's web site [www.extension.usask.ca](http://www.extension.usask.ca) which also contains information about the Extension Division and its programs.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. These positions have been cleared for advertising at the two-tier level. Applicants are invited from qualified individuals regardless of their immigration status in Canada.



# CAREERS CARRIÈRES

**UNIVERSITY OF ALBERTA** — The School of Mining and Petroleum Engineering. Applications are invited for a tenure-track faculty position in Mining Engineering at the rank of Professor. Candidates should have a BSc degree in Mining Engineering, a PhD degree in Mining or related engineering discipline, and must be eligible to register as a professional engineer. Candidates must demonstrate (1) undergraduate and graduate teaching experience, (2) research with significant peer-reviewed publications, (3) ability to attract external research funds, (4) leadership and team building skills, and (5) significant level of industry interaction. The successful candidate will be expected to teach core undergraduate and post-graduate courses in mining engineering and to assist in teaching other undergraduate courses, conduct research and supervise graduate students in his or her area of expertise, and have with industry. The research emphasis of the Mining Group within the School of Mining and Petroleum Engineering is on surface mining. The surface mining industry in Alberta is undertaking multi-billion dollar investment programs through expansion of operations and building new mines. The University of Alberta, founded in 1908, is one of the largest universities in Canada with over 30,000 undergraduate and 3000 graduate students. The Faculty of Engineering has over 3000 undergraduate and 500 graduate students. The School of Mining and Petroleum Engineering, a unit within the Department of Civil and Environmental Engineering, offers BSc, MSc, and PhD degrees. The department has 45 faculty positions, 640 undergraduate students and 250 graduate students. The School is supported by a very strong and active Mining Industry Advisory Committee, which provides advice, support and financial assistance to the teaching and research program. The School provides graduates and research support to large oil, coal and diamond mining industries. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population in excess of 750,000 and offers a diverse array of cultural and sporting activities year-round. The City has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. Applicants should send their curriculum vitae, including employment history, citizenship status, research and publication record, a statement concerning their teaching and research interests, and the names of at least two representative referees, to: Dr. Marcel Poljak, Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, 210 Civil Electrical Building, University of Alberta, Edmonton, Alberta, Canada T6G 2G7 Tel: (780) 432-4242, Fax: (780) 492-0288, e-mail: marcel.poljak@ualberta.ca. Home page: www.civil.ualberta.ca/mpe. Review of applications will start on May 15, 2001 and will continue until the position is filled. The records arising from this competition will be kept on file in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University is an equal opportunity employer. We are committed to the principle of equal employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## Head, Department of Microbiology & Immunology

Queen's University at Kingston, Ontario invites applications and nominations for the position of Head of the Department of Microbiology and Immunology. We are searching for an outstanding academic with strong leadership skills and proven administrative experience who, as Head, will foster excellence in teaching while strongly supporting the development of research within the Department. The successful candidate will have a relevant PhD or MD. In addition to having achieved international recognition in research and scholarship, he or she will have a record of professional accomplishments in teaching and a commitment to medical, undergraduate and graduate education.

The Department of Microbiology and Immunology occupies 20,000 square feet of laboratory space in the University's health sciences building. Faculty members have active research programs primarily in the area of molecular and cellular interactions that occur between microbes and their hosts. These programs are supported by a variety of nationally recognized funding agencies. Please visit the department's web site at <http://www.queensu.ca/mier/> dept-bk.htm.

Kingston, which is situated on the shore of Lake Ontario, is only a few hours drive from Toronto, Montreal and Ottawa. While offering extensive cultural amenities, the city still retains many of the advantages associated with living in a smaller community.

Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Nominations and letters of disapproval, in the latter case accompanied by a curriculum vitae and names of three referees, should be directed by no later than February 28, 2001 to:

Dr. C.K. Chaper, Chair  
Headship Selection Committee  
2nd Floor, Butterell Hall  
Queen's University, Kingston ON K7L 3N6

able to demonstrate a strong ability in both teaching and research. We are seeking candidates whose research interests connect to an ongoing departmental research in intelligent systems engineering. Desirable areas of research are distributed intelligence, machine learning, knowledge discovery and data mining, computer vision and sensor fusion. The successful candidates should be able and willing to teach undergraduate courses in computing and software as well as other core undergraduate engineering courses. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidates will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain and further develop their research programs. Additional information on the University and the Department and its activities can be found at <http://www.ualberta.ca>. Applications should be forwarded to: Mrs. V. Greve, Administrative Assistant, Department of Systems Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, or by email to [vgreve@uwaterloo.ca](mailto:vgreve@uwaterloo.ca). Please format your CV in accordance with the instructions provided on our Website. The closing date for applications is March 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before September 1, 2001.

**THE UNIVERSITY OF WINDSOR — Environmental Engineering.** Invites applications for a tenure-track faculty position in the Faculty of Engineering in the area of Air Pollution Control at the rank of Assistant Professor commencing July 1, 2001. For details visit our website at [www.uwaterloo.ca](http://www.uwaterloo.ca). Contact: Dr. H. B. W. W. Windsor, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N6B 3P4, Tel: 519-253-3300, Ext. 2566, Fax: 519-253-3300, Email: [appt@uwaterloo.ca](mailto:appt@uwaterloo.ca).

**THE UNIVERSITY OF WINDSOR — Mechanical, Automotive and Materials Engineering.** Invites applications for a tenure-track faculty position in the Faculty of Engineering in the area of Environmental Recycling at the rank of Assistant Professor commencing July 1, 2001. For details visit our website at [www.uwaterloo.ca](http://www.uwaterloo.ca). Contact: Dr. H. B. W. W. Windsor, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N6B 3P4, Tel: 519-253-3300, Ext. 2566, Fax: 519-253-3300, Email: [appt@uwaterloo.ca](mailto:appt@uwaterloo.ca).

**UNIVERSITY OF BRITISH COLUMBIA — Department of Chemical and Biological Engineering.** Invites applications for a tenure-track appointment at the Assistant Professor level starting July 1, 2001, or as soon as possible thereafter. Applicants should have a PhD in Chemical Engineering, Biological Engineering or a closely related field and have a strong commitment to high quality undergraduate and graduate education. Relevant industrial experience would be an asset and eligibility for registration as a Professional Engineer is essential. The appointment will be associated with a new faculty

position in Integrated Engineering with undergraduate teaching directed to this program. This interdisciplinary, non-specialized engineering program includes study of materials, solid and fluid mechanics, and systems which involve chemical, biological and electrical/mechanical components. It has a strong emphasis on engineering design. Thus a broad knowledge of engineering and a strong interest in engineering design and education will be assets for this position. The successful candidate should possess the skills and motivation needed to build a research program of international reputation in one of the following areas of research activity in the department — process control, pulp, rheology and polymer processing, or electrochemical fuel cells engineering. Applications, including a curriculum vitae, a short statement of teaching and research interests and the names and addresses of at least three referees, should be sent to: Dr. A.P. Watkinson, Head, Department of Chemical and Biological Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z6. The deadline for receipt of applications is 31 March 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. Details about the department, and its current research programs are available on the Internet at <http://www.chem.ubc.ca>. The department has close connections with U.S.C. industrial partners such as the Biotechnology Laboratory, the Advanced Materials and Process Engineering Laboratory, and the Pulp and Paper Centre. The Integrated Engineering program is described at <http://www.chem.ubc.ca>.

**UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering.** Invites applications for a tenure-track position in the area of Solid Mechanics and Machine Design at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in machine design and solid mechanics is required. Strength in undergraduate design project supervision would be an asset. Applicants must hold a PhD in Mechanical Engineering, have relevant experience, and have potential for proven ability for excellence in teaching. We have excellent communication skills, and have the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in May of 2001 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

**UNIVERSITY OF WATERLOO — Mechanical Engineering.** Applications are being accepted for a full-time tenure-track position at the Assistant or Associate Professor rank. Applicants with research interests in Thermal Engineering, particularly in renewable energy/energy conservation, are encouraged to apply. A PhD in

Mechanical Engineering or a related discipline is required. Post-doctoral or industrial research experience is desirable. Applicants must have excellent communication skills and ability to teach both undergraduate and graduate courses in Mechanical Engineering. In addition to a graduate student supervision, willingness to supervise undergraduate design projects is required. Applicants must be eligible to register as a Professional Engineer in the Province of Ontario, or be prepared to undertake the necessary requirements for such registration. It is anticipated that the appointment will begin on May 1, 2001 or as soon as possible thereafter. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This advertisement is subject to the availability of funds. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of teaching and research interests, a copy of their most significant journal publication, and the names, addresses, telephone numbers, e-mail addresses, and fax numbers of at least three referees to: Professor G.E. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1. Applicants will be considered until 15 February 2001, or thereafter until the position is filled.

**THE UNIVERSITY OF WATERLOO — Electrical and Computer Engineering.** Invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or

Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate courses in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its masters and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at <http://www.ece.uwaterloo.ca>. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: [miller@uwaterloo.ca](mailto:miller@uwaterloo.ca). To expedite handling of applications, candidates should also have their names as well as their e-mail addresses, and telephone and fax addresses. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three referees. May we please request that Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at [dmiller@uwaterloo.ca](mailto:dmiller@uwaterloo.ca).

## University of Waterloo Canada Research Chair in Development Faculty of Environmental Studies

The Faculty of Environmental Studies at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level. Appointment is conditional on the successful applicant being approved as a Tier 2 Canada Research Chair. The Faculty is seeking candidates with a focus on development, broadly defined. While the Faculty is committed to development that is sustainable, we welcome applications from candidates with expertise in particular aspects of development, including initiatives with an urban, rural and resources focus, at a community and global scale and with emphasis on social, ecological and economic components. The individual may be especially interested in development within Canada or within any other country or region, but should also have at least some experience in international activities.

This is chiefly a research chair. While the successful candidate will be expected to teach at the graduate and undergraduate levels, the appointment will be focused on research. Candidates should hold a PhD and have a well-developed research programme, along with a demonstrated ability to obtain external funding and to manage important research projects. The Faculty will favour candidates whose research interests are compatible with the interests of the Faculty and whose work promises opportunities for fruitful collaborations within and beyond the Faculty.

Research and teaching in Environmental Studies at the University of Waterloo uses diverse knowledge and methods from different disciplines to enhance understanding of human relationships within the built and natural environments. Current research initiatives, basic and applied, are undertaken in ecosystems and communities within Canada and internationally.

The Faculty of Environmental Studies comprises two professional schools — Architecture and Planning — and two academic departments — Geography and Environment and Resource Studies. In addition there is a Local Economic Development Master's programme and an Environment and Business programme at the undergraduate level.

Candidates must submit a letter of application setting out main areas of research and teaching interests, as well as a statement of research goals and favoured approach to teaching and learning. Applicants must include with the letter of application a current curriculum vitae and arrange for three letters of reference to be sent to The Chair, Canada Research Chair Selection Committee, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The closing date for submission is 15 April 2001. The appointment may begin as early as May 2002, but a later appointment date can be considered.

The appointment is open to Canadians and non-Canadians and the Faculty encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities.

Additional information about the Faculty may be found at [www.fes.uwaterloo.ca](http://www.fes.uwaterloo.ca). Additional information about the Canada Research Chair programme may be found at: [http://www.research.uwaterloo.ca/main/funding\\_programs/funding\\_programs.asp?fac=sci](http://www.research.uwaterloo.ca/main/funding_programs/funding_programs.asp?fac=sci).

## TENURE TRACK POSITION NURSING PROGRAM

The University of Northern British Columbia invites applications for a tenure track faculty position in the Nursing Program. The Nursing Program provides practice-based nursing education at the undergraduate and graduate level with focus in the areas of Rural and Northern Nursing, Community Health, and Aboriginal Health. The Program offers a 4 year BSN in collaboration with the College of New Caledonia, a Certificate in Rural and Northern Nursing, and a nursing stream within an interdisciplinary MSc in Community Health.

You have a strong clinical background/clinical nursing experience in gerontological nursing, continuing care and/or community health. Ideal candidates have a doctoral degree or equivalent with at least one degree in nursing. You are eligible for registration with the RNAC and have teaching experience along with evidence of scholarship. Successful applicants will be expected to teach at the undergraduate and graduate levels, practice, and pursue a program of research.

Rank and salary are commensurate with education and experience. Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: Dr. Deborah Poff, Vice President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Sylvia Barlow, Chair, Nursing Program, [barlow@unbc.ca](mailto:barlow@unbc.ca).

Applications received before July 30, 2001 will receive full consideration, but applications will be accepted until the position is filled.

For more information, visit our Website: [www.unbc.ca](http://www.unbc.ca)

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA. WE ARE COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGE APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

Appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance would lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applicants will be considered until the positions are filled. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three referees. May we please request that Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at [dmiller@uwaterloo.ca](mailto:dmiller@uwaterloo.ca).

## Head, Department of Microbiology & Immunology

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Dr. C.K. Chaper, Chair  
Headship Selection Committee  
2nd Floor, Butterell Hall  
Queen's University, Kingston ON K7L 3N6



# Concordia University's Faculty of Arts and Science

## A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We are looking for up to 57 assistant professors and lecturers to join our dynamic Faculty for full-time, limited-term appointments for the 2001-2002 academic year.

### APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to three limited-term appointments. The ideal candidates will teach in at least two of the following areas: human systems development/intervention; large systems change and process consultation; quantitative and/or qualitative research methods; leadership effectiveness; and group process theory and skills. Applicants must have a doctorate in a relevant social science discipline. French proficiency is desirable. This new multi-disciplinary department includes a graduate program in Human Systems Intervention and undergraduate programs in Human Relations, Leisure Sciences, Therapeutic Recreation, Family Life Education and Community Service.  
Dr. Randy Svedburg,  
Chair, Department of Applied Human Sciences  
svedb@vax2.concordia.ca

### BIOLOGY

Our Department of Biology invites applications for up to three limited-term appointments in the following areas: 1) introductory biology; 2) organismal biology and ecology; 3) molecular biology and cell biology. Applicants should have a PhD in a relevant area, as well as prior teaching experience at the university level. The position in molecular and cell biology requires extensive involvement in the design and implementation of laboratory courses in conjunction with Departmental technical staff.  
Dr. C. Cupples,  
Chair, Department of Biology  
hachur@alcor.concordia.ca

### CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The individual will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.  
Dr. Marcus Lawrence,  
Chair, Department of Chemistry and Biochemistry  
marcus@dalton.concordia.ca

### COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to three limited-term appointments to teach in one or more of the following areas, depending upon departmental needs: Media Production (Television); Basic Writing for the Media; Media Law and Administration; Broadcasting Policy in Canada; Advertising; Advanced Scriptwriting; and Feminist Theory. Applicants must hold a PhD in Communication Studies or a terminal degree in a cognate field. Related teaching experience is essential. Principal responsibilities will include teaching at the BA, Graduate Diploma and MA levels.  
Dr. Martin Allor,  
Chair, Department of Communication Studies,  
allor@vax2.concordia.ca

### ECONOMICS

Our Department of Economics invites applications for up to three limited-term appointments to teach at the undergraduate level in several of the following areas: Principles, Statistics, Micro- and Macroeconomics, International Development and Public Economics. Applicants must hold a completed or near-completed PhD.  
Dr. Ian Irvine,  
Chair, Department of Economics  
irvine@vax2.concordia.ca

### EDUCATION

Our Department of Education invites applications for up to four limited-term appointments to teach in the areas of Information Studies, Adult Education, Educational Studies (including courses in the philosophy, history and politics of education), and Educational Technology. For the positions in Information Studies and Educational Technology, applicants must have a completed or near-completed PhD. A knowledge of French will be considered an asset for each position.

Dr. Richard Schmid,  
Chair, Department of Education  
schmid@education.concordia.ca

### ENGLISH

Our Department of English invites applications for up to three limited-term appointments in the areas of Eighteenth-Century Literature, American Literature, and Composition. Candidates for the appointment in Eighteenth-Century Literature should have competence in the drama, poetry and prose of English literature, 1660-1800. Candidates for the appointment in American Literature should have competence in all periods of American literature and be able to teach prose, poetry and drama. Applicants must have a completed or very nearly completed PhD; successful teaching experience is highly desirable, as are scholarly publications. Candidates for the appointment in Composition should have a completed or very nearly completed PhD in Literature or Rhetoric. Considerable experience teaching composition at all levels and experience in managing a university-level composition program are requirements. Familiarity with Professional Writing programs is an asset.  
Prof. Terence Byrnes,  
Chair, Department of English  
byrnes@alcor.concordia.ca

### ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à trois postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycles, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidat-e-s retenu-e-s enseigneront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Deux postes au rang de chargé-e d'enseignement ou de professeur-e adjoint-e en enseignement du français langue seconde, l'un orienté vers la didactique et le multimédia, l'autre orienté vers la phonétique, la phonologie prosodique et le multimédia. Un poste de même rang en traduction est ouvert à toute personne apte à enseigner la traduction générale, connaissant bien la TAO, et au fait des industries de la langue.  
Madame Lucie Leguina,  
Directrice du département d'Études françaises  
leguin@vax2.concordia.ca

### EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two limited-term appointments in the following areas: (1) Lifestyle Behaviour and Social Psychological Issues of Health and Physical Activity; (2) Issues in Personal and Community Health and Fundamentals of Health and Physical Activity. Applicants must have a relevant degree (preferably a PhD), as well as teaching experience at the University level.  
Dr. William R. Sellers,  
Chair, Department of Exercise Science  
bsell@vax2.concordia.ca

### GERMAN

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment to teach in the area of German, with an emphasis on literature since 1950 and the history of theatre. Other teaching responsibilities may include translation and German for business. Applicants must hold a PhD and be fluent in English and German; prior teaching experience at the undergraduate level is an asset.  
Dr. Catherine Vallejo,  
Chair, Department of Classics, Modern Languages and Linguistics  
vallejo@alcor.concordia.ca

### HISTORY

Our Department of History and our Liberal Arts College invite applications for a joint, limited-term appointment in European Intellectual History. Candidates must be able to teach seminars in 18th-20th Century Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum, as well as basic European surveys in the History Department, and a second-year course in

European Intellectual History. Applicants should have a completed or very nearly-completed PhD.  
Prof. Harvey Shulman  
Principal, Liberal Arts College  
shulhar@vax2.concordia.ca

### HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. The successful candidate will teach in several of the Faculty's academic units, likely including the Department of History, the Department of Philosophy, Science College and the Liberal Arts College's multi-disciplinary Great Books core curriculum. Applicants must hold a PhD in the area, some publications and concentration on the modern period. Applicants must have appropriate scientific formation and a willingness to participate in general education initiatives emanating from Faculty priorities.  
Dr. Martin Singer,  
Dean, Faculty of Arts and Science  
msinger@vax2.concordia.ca

### JOURNALISM

Our Department of Journalism invites applications for one limited-term appointment in Computer-Assisted Journalism (including courses in Desktop Publishing, Web-site Design and On-line Magazine Publishing). Duties will also include supervision of two computer labs and a teaching assistant. Applicants must have a graduate degree in a relevant field and at least five years of work experience as a professional journalist. Teaching experience at the university level is an asset.  
Prof. Einn Raudsepp,  
Director, Department of Journalism  
raudsepp@vax2.concordia.ca

### LIBERAL ARTS

Our Liberal Arts College invites applications for one limited-term appointment in its multi-disciplinary Great Books core curriculum. The candidate will teach in our "Modes of Expression and Interpretation" seminars, which run across Antiquity to the present. These courses include materials in literature, philosophy, and religion, with an emphasis on the literary tradition. The ideal candidate, rooted in a discipline, must be competent to handle these seminars. Applicants must have a PhD, as well as experience in, and commitment to, this vision of education; and a record of publication.  
Prof. Harvey Shulman  
Principal, Liberal Arts College  
shulhar@vax2.concordia.ca

### MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to five limited-term appointments to teach courses in the areas of Analysis, Numerical Analysis, Optimization, Probability and Statistics, and Engineering Mathematics. Applicants must have a PhD and proof of excellent teaching ability.  
Dr. Joel Hillel,  
Chair, Department of Mathematics and Statistics  
math.chair@discrete.concordia.ca

### PHILOSOPHY

Our Department of Philosophy invites applications for one limited-term appointment, for a specialist in Cognitive Science, with competence in logic. Applicants must have a PhD and should include writing samples with their application.  
Dr. Murray Clarke,  
Chair, Department of Philosophy  
murray@vax2.concordia.ca

### POLITICAL SCIENCE

Our Department of Political Science invites applications for up to six limited-term appointments to teach introductory Political Science courses, including Introduction to International Relations, Introduction to Canadian Government and Politics, and Introduction to Political Theory. In addition, senior undergraduate courses which might be available are Chinese and Japanese Politics, American Foreign Policy and U.S. Politics. Applicants must

hold a PhD; good teaching and research experience is an asset.  
Dr. Reeta C. Tremblay,  
Chair, Department of Political Science  
retact@vax2.concordia.ca

### PSYCHOLOGY

Our Department of Psychology invites applications for up to five limited-term appointments. Applicants should possess a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: introductory psychology, social psychology, personality, developmental psychology, learning, motivation and statistics.  
Dr. June Chaikelson,  
Chair, Department of Psychology  
chaikel@vax2.concordia.ca

### RELIGION

Our Department of Religion invites applications for up to two limited-term appointments, one in Judaic Studies and the other in Hindu Studies. Applicants for the Judaic Studies position should hold a PhD in Judaic Studies or Religion and have expertise in the history of Judaism and the appropriate language skills. Prior teaching experience is required. The ability to teach in the area of Christianity or other religions and familiarity with the comparative study of religions will be considered assets. Applicants for the Hindu Studies position should hold a doctorate and have expertise in both the religious and philosophical aspects of the Hindu tradition, as well as familiarity with Hinduism throughout its historical development. Knowledge of the texts and relevant language proficiency are required, as is experience and skill in teaching.  
Dr. Leslie Orr,  
Chair, Department of Religion  
orr@vax2.concordia.ca

### SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to four limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: theory, subjectivity and socialization, culture and representation, inclusion/exclusion, methodology, macro-sociology and crime, justice and law. A PhD is preferred; knowledge of French is an asset.  
Dr. Anthony Synnott,  
Chair, Department of Sociology and Anthropology  
synnott@vax2.concordia.ca

### TESL CENTRE

Our Centre for Teaching English as a Second Language (TESL) invites applications for up to three limited-term appointments in TESL/applied linguistics. Applicants must have academic training and/or recent professional experience in at least two of the following areas: ESL teaching methods and student-teacher supervision; language assessment; bilingualism and sociolinguistics; English grammar and phonology; language acquisition; and new technologies in language teaching. We are seeking candidates with a strong ESL/TESL background relevant to all aspects of the initial training of teachers primarily for the Quebec school system. Applicants must hold a relevant doctorate or master's degree, have an excellent command of English, and be proficient in French.  
Dr. Patsy M. Lighthorn,  
Acting Director, TESL Centre  
lighthorn@vax2.concordia.ca

### URBAN STUDIES

Our Department of Geography invites applications for one limited-term appointment in Urban Studies. Teaching responsibilities will include laboratory courses in urban design as well as other undergraduate courses in Urban Studies. Applicants must have a Masters degree or higher and relevant practical experience, as well as good analytical skills in planning and design.  
Dr. Patricia Thornton,  
Chair, Department of Geography  
thorpat@vax2.concordia.ca

The above positions are all full-time limited-term appointments, beginning August 15, 2001 and ending May 31, 2002. Hiring is subject to budgetary approval. These positions are normally at the rank of Assistant Professor or Lecturer. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position. Review of applications will begin on March 15, 2001 and continue until the positions are filled. This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science.  
Telephone (514) 848-2081; e-mail: msinger@vax2.concordia.ca

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## CARRIÈRES

**CONCORDIA UNIVERSITY** — The Department of Mechanical Engineering is seeking applications for a full-time, three year term limited faculty position at the Professor level in Mechanical Engineering in Design and Manufacturing area with focus on multidisciplinary aircraft system design and manufacturing from June 1, 2001 to May 31, 2004. The Department programs in Mechanical and Industrial Engineering including a MEng in Aerospace Engineering. The Department has a well established and well funded faculty research activity with three strong research centres focusing on Industrial Control, Advanced Vehicle Engineering and Materials & Composites. The Department also houses the Concordia Institute for Aerospace Design & Innovation, which is supported by local aerospace industries and is engaged in the training of engineers in the multidisciplinary design of aircraft systems. Faculty members in the Department collaborate with industry and their strong research activities excellent support from manufacturing and other industries in Montreal and surrounding areas. Candidates should have a B.S. and a PhD degree in Mechanical Engineering with a strong background in Mechanical Engineering Design and Manufacturing. Knowledge of state of the art tools and concepts in the field are considered essential. The successful candidate is expected to teach courses in the Design and Manufacturing area specifically related to multidisciplinary design of aircraft systems. Undergraduate experience and knowledge of aircraft will be assets. An advertisement in the attached curriculum vitae and names of at least three referees should be sent to: Dr. R. Bhal, Professor and Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Boulevard West, #H-549, Montreal, Quebec, Canada H3G 1M3, or e-mail to mecheng@concordia.ca. The advertisement should be immediately directed to Canadian citizens and permanent residents of Canada and to non-Canadian citizens. Under current Canadian Immigration guidelines, the department cannot sponsor non-permanent residents must be examined in the first instance, after which the applications of others will be considered. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

**UNIVERSITY OF WATERLOO** — The Department of Computer Science and Electrical Engineering is seeking applications for a senior and a junior Software Engineering Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by the University of Waterloo and the research funds can be matched by provincial and federal funding programs, up to \$2,000,000 over five years. It is expected that the chairholders' research programs will focus on problem solving and maintaining large software systems, software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a new joint undergraduate degree in Software Engineering. More information can be found at <http://www.math.uwaterloo.ca/faculty/SoftwareEng/>. Applicants should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, or e-mail to [director@uwaterloo.ca](mailto:director@uwaterloo.ca). To expedite handling of applications, candidates should send their names to the department to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered as soon as they are received and positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

**UNIVERSITY OF WATERLOO** — The Software Engineering Board invites applications for a five-year, definite-term position as Associate Professor at the level of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science, or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching, software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent facilities, laboratories, and computing facilities promote the program. The role of the Associate Professor is to help administer the Software Engineering program. Primary duties include teaching, academic advising, organizing study groups, promoting the program, and assuming leadership of a number of administrative tasks. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's experience in teaching, software engineering or related area. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, or e-mail to [director@uwaterloo.ca](mailto:director@uwaterloo.ca). Candidates should send their names to the department to direct supporting letters to the same address. This appointment is subject to the availability of funds.

more information. Application, with a curriculum vitae and the names of three referees should be sent to: Dr. J.W. Chinneck, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6 Canada, e-mail: [chinneck@carleton.ca](mailto:chinneck@carleton.ca), telephone: (613) 520-3742, fax: (613) 520-3727. Salary will commensurate with qualifications and experience. Applicants will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply.

**THE UNIVERSITY OF NEW BRUNSWICK** — Software Engineering Applicants are invited for a tenure track appointment in software engineering at the Assistant Professor level, beginning July 1, 2001 or as soon as possible. The position will depend upon the qualifications and experience of the successful applicant, who is expected to have a PhD or be nearing completion with evidence of research accomplishments and potential of excellence in teaching. Eligibility for PEng status is an asset. This appointment will be made jointly between Computer Science and Computer Engineering. The incumbent will be intimately involved in the inauguration of a newly approved degree program in Software Engineering, to be offered co-operatively by the two departments starting September 2001. Applicants must be willing to teach at both the undergraduate and graduate levels, and must be prepared to pursue research actively and supervise graduate students. The Faculty of Computer Science offers the BCS, MSc and PhD degrees and has 23 faculty members with 700 undergraduate and 50 graduate students. The Department of Electrical and Computer Engineering offers degrees in electrical and computer engineering at all three levels, with 17 faculty members working with 320 undergraduate and 45 graduate students. A new building for Computer Science, with new labs for hardware and computer engineering, has just been opened in fall 2000. UNB also operates a Multimedia Studies program through the Faculty of Arts, and Electronic Text Centre under the auspices of the main library, and a new Eaton Multimedia Centre, all of which may be of interest to potential candidates for research and teaching. The greater Fredericton area has many software firms that have formed collaborations with UNB through our Information Technology Centre. The province will soon have a new NRC Research Centre dedicated to e-commerce and related technological applications, providing opportunities for research partnerships. Please direct inquiries to: Dr. Jane Fritz, Dean, Faculty of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3, phone: (506) 453-4566, fax: (506) 453-3566, e-mail: [friz@unb.ca](mailto:friz@unb.ca). Applications will be accepted until the positions are filled. The University of New Brunswick is committed to the principles of employment equity.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Faculty of Engineering and Applied Science. Applications are invited for a CORDO Junior Chair in Intelligent Systems, to be established in the Faculty of Engineering and Applied Science, Memorial University of Newfoundland. The Chair will be in partnership with CORDO. The faculty appointment will be at the rank of Assistant Professor. The Junior Chair appointment is for an initial five-year period commencing July 1, 2001 or as soon as possible, with possibility for renewal for a second five-year period. The Junior Chair will collaborate with the CORDO Senior Chair on research and development programs on intelligent systems and their applications in resource industries (e.g. oil & gas, mining, forestry and fisheries & aquaculture). The Junior Chair will be expected to develop an applied research program in collaboration with CORDO, an applied R&D corporation that has strong support from industry. He/she will be active in teaching in the Faculty of Engineering and Applied Science, both at the undergraduate level and at the graduate level in his/her area of specialization. The Junior Chair will also be expected to engage graduate and undergraduate students in research and development activities. The position will be filled by a researcher with expertise in intelligent systems, in particular in the areas of intelligent control, sensors, instrumentation and automation. In addition, candidates should have a commitment to research and development in collaboration with industry, particularly in the areas of intelligent systems and technology innovation. The successful candidate shall have earned a PhD with specialization in intelligent systems, and he/she will be able to supervise research projects. The Junior Chair, collaborates with industries, research institutes, universities and government agencies on applied R&D, technology transfer and technology demonstration, commercialization of intellectual property and specialized advisory services. CORDO undertakes major research and development programs in marine engineering, remote sensing, geospatial engineering and intelligent systems. Under the Marine Environment Initiative of the European Space Agency, CORDO adapts and applies space technologies to resource sectors such as mining, pipeline, and oil & gas, which operate in harsh terrestrial and marine environments. For further information about CORDO, please visit the website at <http://www.cordo.ca>. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a diverse and stimulating environment for learning. St. John's, a very safe, lively city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at <http://www.memu.ca>. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests and goals, and copies of three relevant technical publications to: Dr. R. Sebald, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X3, fax: (709) 737-4975, telephone: (709) 737-4975. The search committee will begin to review applications starting March 15, 2001, and will continue to do so until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Newfoundland is also committed to the principles of employment equity and welcomes applications from all qualified candidates.

**CARLETON UNIVERSITY** — The Department of Mechanical and Aerospace Engineering Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to begin July 1, 2001. This position is subject to a budgetary approval. Preference will be given to PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in the Canadian professional engineering association is desirable. Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability in one or more of: Aircraft or Rotocraft Aerodynamics, Fluid Dynamics, Thermodynamics, Heat Transfer. Some industrial experience and a keen interest in Aerospace Design would be an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace engineering and there are excellent opportunities for research collaboration with industry and government institutions and laboratories. Further information on the department is available at <http://www.mech.aero.carleton.ca>. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor R. Bell, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; telephone: (613) 520-6634, fax: (613) 520-6634, e-mail: [rbell@carleton.ca](mailto:rbell@carleton.ca). To expedite handling of applications, candidates should send their names to the department to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered as soon as they are received and positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

**CARLETON UNIVERSITY** — The Department of Systems and Computer Engineering Applications are invited for a tenure-track position at the Assistant or Associate Professor level in the Department of Systems and Computer Engineering to begin July 1, 2001. This position is subject to budgetary approval. The department launched a new Bachelor of Engineering program in Communications Engineering in 1998, and has a very active graduate research concentration in communications. Candidates should be ready to teach and have demonstrated capability in research in one or more of: communications network management and systems, network computing and operating systems, middleware, network protocols, teletraffic, multimedia communications systems, applied stochastic processes and probability for performance analysis of broadband computer networks, optical networks and related technologies. The department takes full advantage of the high concentration of industry, government, and university communications and information technology research and development facilities in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CITO (Communications and Information Technology Ontario), CTR (Canadian Institute for Research in Communications Technology) and other research and information technology consortia. The department is also exceptionally well equipped with research and teaching laboratories, many donated by high-technology companies such as Nortel Networks, Alcatel, Intel, and Texas Instruments. More information on the department is available from its web page at [www.sce.carleton.ca](http://www.sce.carleton.ca). Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent discipline. Preference will be given to candidates with a track record of teaching, research collaboration and industry and the ability to attract research funds. Successful applicants are normally assigned a reduced teaching load during their first year, along with a start-up research grant. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Ottawa is an excellent place to live and work. In addition, bring the heart of Canada's technology industry; it is also the nation's capital, with a rich heritage of museums and arts venues, as well as easy access to outdoor activities. See [www.ottawa.ca](http://www.ottawa.ca) for more information. Application, with a curriculum vitae and the names of three referees should be sent to: Dr. J.W. Chinneck, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6 Canada, e-mail: [chinneck@carleton.ca](mailto:chinneck@carleton.ca), telephone: (613) 520-3742, fax: (613) 520-3727. Salary will commensurate with qualifications and experience. Applicants will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply.

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Les personnes intéressées sont priées de faire parvenir un curriculum vitae en français, détaillé, daté et signé, incluant trois lettres de recommandation, avant le 15 février 2001, 17 h, à M. Nawaf Dagfous, directeur, Département stratégie des affaires, Université du Québec à Montréal, C.P. 6192, succursale Centre-ville, Montréal (Québec) H3C 4R2. Téléphone : (514) 987-3000, poste 42343; télécopieur : (514) 987-0422; Internet : <http://www.rhu.uqam.ca/profs>

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Preference will be given to applications received by March 30, 2001. Applications should be directed to:

Associate Dean (Integrated Learning)

Room 307, Stewart-Pallock Wing

The Integrated Learning Centre

Queen's University, Kingston, Ontario, K7L 3N6

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# CAREERS CARRIÈRES

ulation, assessment of community nutritional status, nutrition monitoring and surveillance systems, policy analysis and development. Position: experience in community nutrition is required. The successful applicant will hold a tenure-track faculty appointment at the University of Guelph (Assistant Professor, Associate Professor), will be principally located in the Hamilton-Wentworth Social and Public Health Services Division, to enable the necessary collaboration for a community-based research and program development agenda. The incumbent will be jointly accountable to the Chair of the Department of Family Relations and Applied Nutrition at the University of Guelph and the Director of the Healthy Lifestyle and Disease Prevention Branch in the Hamilton-Wentworth Social and Public Health Services Division. As part of the Public Health Research and Development Unit, the incumbent will be responsible for the education and research supervision of graduate students in community nutrition and health promotion, and will contribute to the education of other disciplines in public health. The incumbent will also be involved with either graduate or undergraduate teaching in the Department of Family Relations and Applied Nutrition at the University of Guelph. The competition will remain open until the position is filled. Please send applications, with curriculum vitae and name of the three referees to: Dr. J. G. Kuhn, Co-Chair, Joint Selection Committee, c/o Department of Family Relations and Applied Nutrition, College of Social and Applied Human Sciences, University of Guelph, Guelph, ON, Canada N1G 2W1, Fax: (519) 766-0311. E-mail: jkuhn@uoguelph.ca. Funding for this position is provided by the Ontario Ministry of Health, Public Health Research Development Program and the City of Hamilton/Region of Hamilton-Wentworth Social and Public Health Services Division. Canadian citizens and permanent residents will be considered for this position. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We actively encourage applications from qualified individuals, including those with disabilities, members of visible minorities and women.

**UNIVERSITY OF MANITOBA - Chair in Food and Nutrition.** Applications and nominations are invited for the position of Head, Department of Food and Nutrition, Faculty of Human Ecology, University of Manitoba, as soon as possible thereafter. The Department of Food and Nutrition offers undergraduate and graduate programs in food, nutrition and dietetics. The head supervises 12 FTE academic staff and 2 support staff members, as well as participating in the teaching, research and service activities of the department and the Faculty. The department has an active research program and offers courses of study leading to baccalaureate, MSc, and interdisciplinary PhD degrees. Candidates should have a commitment to excellence in teaching and research, with demonstrated management abilities. Vision and leadership skills are also required to lead the department into a number of new ventures with health and human services facilities and organizations, including a closer, more intimate relationship with the Department of Food Science. This position is acting as a facilitator in addressing concerns of faculty, staff and students, and encouraging interdisciplinary activity. Preference will be given to candidates with qualifications and a background in nutritional sciences. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal peoples, and persons with disabilities. In accordance with immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. The appointment is with tenure and will be at the level of Associate Professor or Professor, dependent upon qualifications and experience. The position is subject to final budgetary approval. Nominations, or applications consisting of a statement of interest related to the position, a current curriculum vitae, and the names of three referees should be forwarded in confidence to: Dr. Ranganath, Dean, Faculty of Human Ecology, University of Manitoba, Winnipeg, MB R3T 2N2, Confidential fax at (204) 474-7532, or e-mail at bdranganath@umanitoba.ca may be used. The closing date for applications is March 31, 2001 or until position is filled.

## FRENCH

**THE UNIVERSITY OF MANITOBA - Le Département de Français, d'espagnol et d'italien** invite applications for a full-time tenure-track appointment at the rank of Assistant Professor. The appointment will begin July 1, 2001 or soon thereafter, subject to budgetary approval. The successful candidate must have a PhD by the time of the appointment, preferably with a thesis in the Renaissance, but other pre-1789 areas other than the 17th Century will be considered. He/she must also be able to teach French language and literature at the B.A., M.A., and PhD levels, have an active research profile in his/her area of specialization and native or near native fluency in French and English. Applicants are expected to have demonstrated excellence in research and teaching. Duties will include undergraduate and graduate teaching in the core components of the departmental program, graduate supervision, research and service-related activities. The starting salary will reflect the qualifications and experience of the chosen candidate. Letter of application, curriculum vitae, a sample of published research and three letters of reference should be sent to: Dr. Alan MacDonell, Head, French, Spanish and Italian, 430 Fletcher Avenue, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V5 (e-mail: alanmacdonell@umanitoba.ca). Deadline for receipt of applications is February 28, 2001. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal peoples, and persons with disabilities. In accordance with immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from: [http://www.umanitoba.ca/faculties/french\\_spanish\\_and\\_italian/](http://www.umanitoba.ca/faculties/french_spanish_and_italian/). **L'UNIVERSITÉ DE MANITOBA - Le Département de français, d'espagnol et d'italien** sollicite des candidatures au poste de professeur adjoint(e). Ce poste à plein temps pour la Renaissance, mais d'autres périodes antérieures au 17<sup>ème</sup> siècle seront également considérées. Le candidat doit être capable d'enseigner la langue française et la littérature au niveau du B.A., du M.A. et du Ph.D., avoir un profil de recherche actif dans son domaine de spécialisation et une maîtrise ou une quasi-maîtrise de la langue française et anglaise. Les candidats sont attendus à démontrer l'excellence en recherche et en enseignement. Les tâches incluent l'enseignement des programmes de base du département, la supervision de la recherche et des activités liées à la recherche. Le salaire de départ reflétera les qualifications et l'expérience du candidat choisi. La lettre de candidature, le curriculum vitae, un échantillon de la recherche publiée et trois lettres de référence doivent être envoyées à: Dr. Alan MacDonell, Chef, Français, Espagnol et Italien, 430, avenue Fletcher, Université du Manitoba, Winnipeg, Manitoba, Canada, R3T 5V5 (courriel: [alanmacdonell@umanitoba.ca](mailto:alanmacdonell@umanitoba.ca)). La date limite de réception des candidatures est le 28 février 2001. L'Université du Manitoba encourage les candidatures de personnes qualifiées, y compris les femmes, les personnes d'origine autochtone et les personnes handicapées. En vertu des exigences de l'immigration, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. Plus d'informations concernant le département et l'université peuvent être obtenues à: [http://www.umanitoba.ca/faculties/french\\_spanish\\_and\\_italian/](http://www.umanitoba.ca/faculties/french_spanish_and_italian/).

d'avant 1789, exception faite du 17<sup>ème</sup> siècle, et pouvoir enseigner des cours de langue et de littérature dans le cadre de nos programmes de B.A., de M.A. et de Ph.D. Le candidat doit posséder une excellente maîtrise du français et de l'anglais et avoir un excellent dossier de recherche et d'enseignement. Parmi les responsabilités de ce poste se trouvent: l'enseignement aux premiers, deuxième et troisième cycles dans les programmes de base du Département; la direction de thèses; la recherche et la participation aux comités du Département; de la Faculté et de l'Université; l'encadrement de la formation et de l'enseignement de la langue (candidats); l'Université du Manitoba encourage les candidatures de femmes et d'hommes compétents, y compris les membres des minorités visibles, les personnes d'origine autochtone et les personnes handicapées. Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse en priorité aux citoyens(ne)s canadien(ne)s et aux résidents permanents du Canada. Envoyer curriculum vitae et trois lettres de référence à: Alan MacDonell, Directeur, Département de français, d'espagnol et d'italien, 430 Fletcher Avenue, Université du Manitoba, Winnipeg, Manitoba, Canada R3T 5V5 (courriel: [alanmacdonell@umanitoba.ca](mailto:alanmacdonell@umanitoba.ca)). Date limite des candidatures: le 28 février 2001. Pour de plus amples renseignements concernant le Département et l'Université, s'adresser à: [http://www.umanitoba.ca/faculties/french\\_spanish\\_italian/](http://www.umanitoba.ca/faculties/french_spanish_italian/).

**L'UNIVERSITÉ DE CONCORDIA - La Faculté des Sciences de la Santé** annonce la création probable de trois postes éventuels, à durée déterminée dans les domaines suivants: deux postes dans le domaine d'enseignement du français langue seconde et une porte en traduction générale. Veuillez lire l'annonce pleine page publiée dans ce numéro.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Département de Français et Spanish.** Subject to budgetary approval, the Department of French and Spanish invites applications for a tenure-track position of the Assistant Professor level in Spanish and also French, in addition to Spanish language and literature at all undergraduate levels. The successful applicant will have a doctorate, or a doctorate near completion, in French and Spanish, and will provide evidence of effective teaching and research potential. An application with a curriculum vitae and three letters of reference should be sent to: Dr. David Graham, Head, Department of French and Spanish, Memorial University of Newfoundland, St. John's, N.L., A1B 3X9. The deadline for the receipt of applications is March 30, 2001, with the date of appointment effective September 1, 2001. Memorial University is the largest university in Atlantic Canada; the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning. In St. John's a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**THE UNIVERSITY OF WINDSOR** - invites applications for a limited-term faculty position in French Language and Literacy at the rank of assistant professor commencing August 15, 2001. For details visit our website at: <http://www.uwindsor.ca/facultypositions>. Contact: Dr. Susan Wendi-Hale, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253 3000, Ext: 2873, Fax: 519 971-3548; [email@uwindor.ca](mailto:email@uwindor.ca)

## GEOGRAPHY

**THE UNIVERSITY OF MANITOBA - The Department of Geography** invites applications for a full-time tenure-track appointment at Assistant Professor rank in Canadian Regional Geography and Human Geography. The appointment will begin on July 1, 2001 or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD in Geography or a related discipline by the commencement of the appointment. Candidates should have a strong background in the regional geography of Canada, including the Prairie region, and expertise in one or more of the following fields of contemporary human geography: urban, cultural, political, economic, political, historical, geography, political geography, population geography, social geography. The successful candidate will be expected to teach undergraduate and graduate courses in Canadian regional geography and topics in human geography based on his/her area of expertise. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, curriculum vitae, a sample of published research, statements of research interest and teaching philosophy, and three letters of reference should be sent by mail to: William Rector, Acting Head, Department of Geography, University of Manitoba, Winnipeg, MB, Canada R3T 2N2, phone: (204) 474-9081; fax: (204) 474-7659, email address for inquiries only (not applications): [noridm@umanitoba.ca](mailto:noridm@umanitoba.ca). Further information concerning the Department and the University may be obtained from: <http://www.umanitoba.ca/geography>. Deadline for applications is February 28, 2001.

**THE UNIVERSITY OF MANITOBA - The Department of Geography** invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in Physical Geography with a specialization in the synoptic scale analysis of climate phenomena. The appointment will begin on July 1, 2001 or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD in geography or related discipline by the commencement of the appointment. Candidates should have a strong background in one or more of the following areas: meso- to macroscale physical climatology, radiation climatology, and/or atmospheric modelling. The candidate should also have a strong background in one or more of the following techniques: numerical process modelling, Geographical Information Systems, or remote sensing.

Candidates are expected to have demonstrated excellence in research and a strong commitment to teaching. Duties will include undergraduate and graduate teaching in core components of the departmental program, graduate supervision, research, and service-related activities. The successful candidate will participate in the Centre for Earth Observation Science (CEOS), a teaching and research facility located within the Department of Geography (<http://www.umanitoba.ca/ceos/>). CEOS fosters cooperative, multidisciplinary investigations into aspects of climate change and earth system science. It is a state-of-the-art network computer facility with modern industry standard software. The starting salary will reflect the qualifications and experience of the chosen candidate. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send, by mail, a letter of application, curriculum vitae, and an example of published research, and should arrange for three letters of reference to be sent to: Laure Stéven, PhD, Chair, Search Committee, Department of Geography, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Further information concerning the Department and the University may be obtained from: <http://www.umanitoba.ca/geography>. Phone: (204) 474-9256, fax: (204) 474-7659. Deadline for applications: February 28, 2001.

**WILFRID LAURIER UNIVERSITY** - invites applications for a two year limited term appointment at the Assistant Professor rank for its new interdisciplinary program in Contemporary Studies. Please consult our advertisement under "Interdisciplinary Studies".

**UNIVERSITY OF GUELPH - The Department of Geography** invites applications for two tenure track positions commencing July 1, 2001. Graduate Information Systems and Spatial Analysis. The successful candidate must have a PhD in Geography or related discipline by the commencement of the appointment. Candidates should have a strong background in the application of GIS and spatial analysis to geographic problems. The Department currently plays a leadership role in Canada in undergraduate GIS training and the appointee will be expected to enhance this and to develop new initiatives. Facilities include two well-equipped undergraduate teaching laboratories and a graduate computing laboratory. An advanced GIS and remote sensing lab currently is being developed in the Department to support faculty and graduate student research in environmental management.

The appointee will be expected to develop a strong research program that complements existing research teaching in the Department, and to advise graduate students. Teaching responsibilities will include undergraduate courses in GIS in one or more areas of application. Graduate teaching may also be required. The appointee will be made the Assistant or Junior Associate Professor level, Economical Geography. The successful candidate must have a PhD in Geography or a related discipline by the commencement of the appointment. The appointee will be expected to contribute to undergraduate teaching and graduate supervision. A strong background in international development and/or globalization will be an asset. The Department has excellent opportunities for collaboration in Asia and Latin America. Candidates should have a strong record of research accomplishments and possess excellent communication skills. The appointment will be made at the Assistant Professor level. Applications should include a curriculum vitae and names of three referees, and should be submitted not later than March 23, 2001 to Dr. R.G. Kuhn, Chair, Department of Geography, University of Guelph, Guelph, Ontario N1G 2W1. More information about the Department can be found at: <http://www.uoguelph.ca/geography/>. Canadian citizens and permanent residents will be considered first for the position. Positions are subject to budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## GEOLOGY

**OAKHUSE UNIVERSITY - The Department of Earth Sciences.** Applications are invited for a probationary tenure track position at the Assistant Professor level. The successful candidate will establish a vigorous externally funded research program, and will assist in undergraduate and graduate teaching. Workers in all areas of petroleum geoscience are encouraged to apply. The successful candidate will be strongly competitive in national research within the field of petroleum geoscience. We are able to interact with industry on practical problems in the local area. A PhD is required and post-graduate experience in academic or industry is expected. In an exceptional case, the appointee may be hired at a higher level, if experience warrants. Oakhouse University's Strategic Research Plan gives

special emphasis to oil and gas studies. The Department has strong connections to Canada's leading federal marine research institution, the Bedford Institute of Oceanography, and is rapidly expanding local petroleum industry. Applicants should submit a.c.v., a statement of research teaching objectives, and the name, address, phone number and e-mail of four referees. The deadline for applications is March 27, 2001. Letter applications will be considered if the position has not been filled. Applications should be sent to: Chair, Petroleum Geology Search Committee, Department of Earth Sciences, Dalhousie University, Halifax, NS, Canada B3H 3J5, Phone: 902-494-2358, Fax: 902-494-5883, E-mail: [earthsciences@dal.ca](mailto:earthsciences@dal.ca). Dalhousie University is an Employer of Diversity/Action Affirmative Action. The University encourages applications from qualified women, aboriginal peoples, racially visible people and persons with a disability. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

## GERMAN

**CONCORDIA UNIVERSITY - Faculty of Arts and Science.** has one limited-term appointment available in German. Please see our full page ad in this issue.

**THE UNIVERSITY OF WINNIPEG - Chair in German-Canadian Studies** invites applications and nominations for a probationary, tenure-track appointment to an endowed Chair in the field of German-Canadian Studies. Endowment for the Chair is provided by grants from the Secretary of State Program for Canadian Ethnic Studies and from a group of private philanthropists within the German-Canadian community of Winnipeg. The Chair holder will be dedicated to the teaching and scholarly research of German-Canadian peoples, cultures and communities. Pursuant to the University's Collective Agreement, he or she will also be accorded to an academic department, within the Department of History or the Department of Politics. The Chair holder will therefore hold a PhD in a related discipline and have a record of research in the field of German-Canadian Studies. The candidate will be expected to teach and teach courses that relate to the overall mandate of the Chair, to pursue a program of independent research in this field, and to interact with the German-Canadian community, local, regional and national. A primary goal of this program is to inform and educate students about the heritage of the German-Canadian. The academic rank of the Chair is open. Salary will be commensurate with

## Assistant or Associate Professors, e-Commerce

**Athabasca University, Canada's Open University™**, invites applications for two tenure track faculty positions in e-Commerce to be filled at the assistant or associate professor level in the undergraduate School of Business.

A PhD (or near completion) in management, information systems or a closely related discipline is required, along with a strong commitment to e-commerce teaching and research. A master's degree together with a distinguished record of entrepreneurial e-business experience will be considered. An ability to collaborate with a team in the development of a comprehensive e-commerce program is necessary, along with the capacity to proto-type a e-commerce and e-business practices, and network with business leaders.

You will be part of a highly motivated team advancing technological boundaries in undergraduate business education and delivering our online Bachelor of Commerce, e-Commerce major, program throughout North America and, increasingly, globally via the World Wide Web.

Further information about these positions may be obtained from Mavis Jacobson, Director, School of Business: phone: (780) 675-6483; fax: (780) 675-6338; or e-mail: [mavisj@athabasca.ca](mailto:mavisj@athabasca.ca).

Athabasca University is located in the town of Athabasca, Alberta, 145 km north of Edmonton, and operates regional centres in Calgary and Edmonton. It delivers university education to approximately 25,000 students per year. Virtual professorships will be considered for exceptional candidates. The initial rank and salary will be commensurate with qualifications and experience.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

Applicants should forward a letter of application, a curriculum vitae and the names and addresses of three referees to the: Co-ordinator, Employment Services, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; fax to (780) 675-6135; or by e-mail to [resume@athabasca.ca](mailto:resume@athabasca.ca)

These positions will remain open until suitable candidates have been found.

**Athabasca University**  
Canada's Open University™

## Lakehead UNIVERSITY

## Assistant Professors - Department of Chemistry SEARCH EXTENDED

The Department of Chemistry at Lakehead University invites applications for two probationary (tenure-track) appointments at the Assistant Professor level, one in organic and one in inorganic chemistry, to commence August 1, 2001, subject to final budgetary approval. Applicants will have a PhD along with postdoctoral or relevant industrial experience. The successful candidates will be expected to teach at the undergraduate and graduate levels and to develop externally funded research programs in their areas of expertise. Information regarding available research resources (including the recent addition of a Varian Unity Inova 500 MHz spectrometer to our NMR facility) may be found at [www.lakeheadu.ca/chem](http://www.lakeheadu.ca/chem).

Dr. J. Gellert, Dean of Arts and Science

Lakehead University

955 Oliver Rd., Thunder Bay, Ontario, P7B 5E1

Please arrange to have three confidential reference letters sent directly. Review of applications will begin February 28, 2001 and will continue until the positions are filled.

Preference will be given to Canadian citizens and permanent residents. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.



THE UNIVERSITY OF BRITISH COLUMBIA

## CANADA RESEARCH CHAIR IN THE ARCHAEOLOGY OF COMPLEX SOCIETIES IN PACIFIC ASIA

The Department of Anthropology and Sociology at the University of British Columbia is seeking to identify outstanding candidates for a Canada Research Chair in the archaeology of complex societies in Pacific Asia. This prestigious position will be at the Tier II level, funded through the federal government program, with access to research support appropriate to the programs and goals. The successful candidate will be appointed at rank of Assistant or Associate Professor. The appointment will be made in association with the "Society and Culture" cluster in the Faculty of Arts. The ideal candidate must possess a PhD and will have an established record of research and publication in the archaeology of complex societies in Pacific Asia.

There is no deadline for application, but applicants should forward as soon as possible a curriculum vitae, a short statement of research interests and future plans, selected reprints, and the names of three referees to:

Professor Brian Elliott, Head  
Department of Anthropology and Sociology  
University of British Columbia  
6303 Northwest Marine Drive  
Vancouver, BC, V6T 1Z1

The University of British Columbia hires on the basis of merit and it is committed to employment equity. We encourage all qualified persons to apply. There is no restriction with regard to nationality or residence, and the position is open to all candidates. Offers will be made in keeping with immigration requirements associated with the Canada Research Chairs program.



CAUT BULLETIN ACPPU B12 FEBRUARY 2001 FÉVRIER







onstant record of effective teaching at undergraduate and graduate levels, along with graduate supervision; and an established commitment to women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

technology, regulatory frameworks for communication and the communications industries. More generally, we seek individuals with a strong sense of purpose and willingness to contribute to the intellectual and scholarly life of the two Faculty (communities) and the University. The successful candidate will participate in the academic life of the Faculty and the University. We are interested in candidates who would have a curriculum vitae, samples of their scholarly writing, and names and addresses of three academic referees to Dean Holl (holl@faculty.ualberta.ca). The University of Alberta is an Equal Opportunity Employer. The deadline for receipt of applications is February 28, 2001. The position is subject to budget approval. This advertisement is directed both to Canadian and international candidates. Academic qualifications, preference will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

## LIBERAL ARTS

**CONCORDIA UNIVERSITY — Faculty of Arts of Science**, has up to two limited-term appointments available, one solely in its Liberal Arts College and the other one jointly with its Department of History. Please see our full-page display ad in this issue.

## LIBRARIES

**THE UNIVERSITY OF MANITOBA** — invites applications for the position of Coordinator, Information Technology Development Reporting to the Associate Director, Information Services and Systems. The incumbent is responsible for the Libraries' strategic planning for new technology initiatives, introducing innovative applications that enhance and expand service to students, faculty and researchers and increase staff productivity, taking responsibility for developing the Libraries' web-based services, digital imaging and database development projects; taking the lead role for the Libraries in the University's Teaching and Learning with Technology initiative, continually renewing new technologies including technological advances and emerging practices in digital imaging for preservation and access, representing the Libraries, at a senior level, in appropriate University affairs and com-

mentees and on regional and national cooperation in the field of information science. The program is designed to assist staff in pioneering electronic information services and for supervising the work of the Web Developer and the Imaging Specialist. **Qualifications:** A degree from an ALA accredited program with an emphasis in library studies or a master's degree in library studies. Undergraduate degree in computer science preferred. Three to five years of relevant experience in an academic library preferred. Experience in designing and developing Web-based services and in supervising staff in the development of training programs using Internet or multimedia training tools. Knowledge of applications of current and emerging technologies in time and location independent learning. In-depth knowledge of current and emerging trends in the use of information resources. Understanding of current digital library issues. Must be able to work and work with technical staff, work effectively on teams and handle multiple projects simultaneously in a rapidly changing and dynamic environment. Demonstrated project management/ leadership skills and teaching ability. Demonstrated high level of creativity, motivation, and

ative and responsibility. Demonstrated good oral and written communication skills and effective interpersonal relations. This position is at the Assistant Librarian rank and comes an Annual Ministerial Stipend of \$5,195.00. The start date is June 1, 2001. This position has a two year probationary period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Submit application, including resume, salary expectation and the names of three references, by March 15, 2001, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, 100 McEwen, Rm. B27.7N2.

## Linguistics

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND**  
— The Department of Linguistics is seeking to make an 8-month appointment as a sabbatical replacement at the rank of Assistant Professor, effective 1 September 2001. Qualifications: PhD in linguistics with a primary specialization in syntax and semantics, and if possible a secondary specialization in language acquisition, a

demonsstrated record of effective teaching at all levels of undergraduate and graduate levels, along with graduate supervision; and an established record of research publications. Deadline for receipt of applications is February 28, 2001. Please arrange to send a curriculum vitae, a letter of recommendation from a senior colleague, the referees, and any supporting documents, including teaching evaluations, to: Dr. M. MacKenzie, Head Department of Linguistics, Memorial University of Newfoundland, St. John's, NF, A1B 4X9, Canada. E-mail: macm@mun.ca. Applicant must be a Canadian citizen. Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland. Memorial offers a wide range of undergraduate and graduate programs to almost 16,000 students. Memorial provides a distinctive and stimulating environment for learning in St. John's a very safe, friendly city with no major historic charms, a range of outdoor activities, and a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is

**CARLETON UNIVERSITY — School of Linguistics and Applied Language Studies.** Applications for the position of Lecturer in English as a Second Language. This position is subject to budgetary approval. Applicants should have at least a Master's degree in English or a related field in applied linguistics with a specialization in Teaching English as a Second Language, and a permanent professional commitment to a tertiary level university. The position of Lecturer in English as a Second Language at Carleton University involves the teaching of an average of 4.5 credits annually with, normally, a maximum of 15 contact hours per week, as well as responsibility for the on-going development of the program and for the recruiting of new materials. Applicants should send a curriculum vitae and the names of three referees to: The Director, School of Linguistics and Applied Language Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5S8. Closing date for applications is 15 November 1990. For more information, contact: Canadian Immigration requirements; this advertisement is directed to Canadian citizens and permanent residents only. An Equal Opportunity Institution. Small business owned and operated.

ment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

## MANAGEMENT

**THE UNIVERSITY OF WATERLOO** — The Department of Management Sciences at the University of Engineering at the University of Waterloo invites applications from outstanding individuals for the position of Assistant or Associate Professor level in Management of Technology commencing between May 2001 and September 1, 2001. We are seeking someone with a Ph.D. in Engineering, Technology, or a related discipline, and a proven record of research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about the Department at [www.mansci.uwaterloo.ca/~waterloo/careers/apply.html](http://www.mansci.uwaterloo.ca/~waterloo/careers/apply.html), and about the Department at <http://www.mansci.uwaterloo.ca>. The University of Waterloo encourages applications from women and persons with disabilities. All members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send your curriculum vitae and the names of three references to Professor J. David Follett, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Tel: 519-746-7732 ext. 4000. Fax: 519-746-7732.

## MARKETING

**THE UNIVERSITY OF NEW BRUNSWICK**  
The Faculty of Administration invites applications for two tenure-track positions in Marketing. The appointments will be at the Assistant or Associate Professor level and are scheduled to begin in September 1997. Successful applicants will have a Ph.D. and commensurate with qualifications and experience. The successful candidate will hold a doctorate in Marketing or be in the final stages of completing the dissertation. Candidates from any of the following areas of research are encouraged to apply. Research or teaching interest in the following areas will be an asset: Electronic Business, Marketing Research and International Marketing. Applicants should direct inquiries to the Chair of the Marketing Department for a description of teaching and research interests and the names of three referees to: Dr. Daniel Coleman, Dean, Faculty of Administration, University of New Brunswick, PO Box 4600, Fredericton, NB, Canada A3B 3X9. The position will close when suitable candidates are found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is an equal opportunity employer and is committed to the principle of employment equity.

Faculty, and the Wilfrid Laurier University School of Business and Economics. Duties will therefore include a significant liaison role between the Faculty and the University. The successful candidate will have a PhD in an area of the mathematical, statistical or computer sciences, especially with active research interests in the area of operations research. Relevant to these positions is that, as a candidate, the appointment would be at the rank of Assistant Professor, and duties would include teaching and supervising students. Also welcome are candidates with a Master's degree, and for such a candidate, the appointment would be as Lecturer. The Faculty of Mathematics and Statistics includes the following departments: Applied Mathematics, Combinatorics and Optimization, Computer Science, Pure Mathematics, Statistics, and Systems Engineering. The Faculty also has undergraduate programs in Accounting, Business, and Teaching, as well as an interdisciplinary program in the Mathematical Sciences. The Faculty has approximately 250 undergraduate students, 250 graduate students, and 150 faculty members. More information about the Faculty of Mathematics and Statistics can be found at <http://www.mathstat.uwaterloo.ca>. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to: Alan K. L. Wong, Department of Mathematics, University of Waterloo, ON N2L 3G1. The closing date for applications is March 2, 2001. The appointment would be effective September 1, 2001. For more information or to apply in accordance with Canadian Immigration requirements, this advertisement is directed to Canadians and other permanent residents of Canada. The University of Waterloo is an equal opportunity employer and all qualified individuals, including women and persons of visible minorities, native peoples and persons with disabilities, are encouraged to apply.

## MATHEMATICS & STATISTICS

**CONCORDIA UNIVERSITY — Faculty of Arts and Science**, has up to five limited-term appointments available in its Department of Mathematics and Statistics. Please see our full-page display ad in this issue.

**QUEEN'S UNIVERSITY AT KINGSTON — Department of Mathematics and Statistics** invites applications for a renewable (tenure-track) appointment in statistics at the Assistant Professor level to begin July 2001. The successful applicant will be expected to demonstrate potential for outstanding scholarship and research and show evidence of a commitment to excellence in teaching. Salary will be commensurate with qualifications and experience. This

## MEDICAL GENETICS

**UNIVERSITY OF ALBERTA** – The Department of Medical Genetics in the Faculty of Medicine and Dentistry, University of Alberta, seeks applications from outstanding scientists to develop and lead a new research program in human or relevant animal models, for the murine track positions. Studies of chromatin structure, complex traits, cytogenetic mechanisms, and/or gene-environment interactions in the areas of interest. Applicants must have PhD or PhD-equivalent postdoctoral training, and be able to establish a strong independent research program. Successful candidates will be primarily at the level of Assistant or Associate Professor, in accordance with qualifications and experience of the candidates. This partnership position is a full-time position with a salary commensurate with the position and the new facilities, integrating basic research, clinical service and diagnostic laboratories. Department information is available on [www.medgen.ualberta.ca](http://www.medgen.ualberta.ca). Applications is March 1, 2007. In accordance with Canadian Immigration requirements, this appointment is directed to Canadian citizens and permanent residents. Non-Canadian citizens and permanent residents cannot be found on other individuals will be considered. Candidates are invited to submit a research, research plan, curriculum vitae, and a letter of reference to: Cox, Professor and Chair, Department of Medical Genetics, 833 Medical Sciences Building, Edmonton, Alberta, Canada, T6G 2G7. The record of the University of Alberta is one of excellence in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (OIP). The University of Alberta has a commitment to diversity and inclusion as a principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities and Aboriginal persons.

## MOLECULAR BIOLOGY

**UNIVERSITY OF VICTORIA** – The Faculty of Science at the University of Victoria invites applications from outstanding individuals to the position of **Chair in Genomics and the Environment**. One Chair is in genomics and the other in chemical and structural biology. The genomics Chair may be in an area such as the analysis of genomic data, the development of new sequencing technology, the use of model organisms for studying new biology or developmental genomics, or perturbations. The other chair will be in the area of chemical and structural biology related to the development of new drugs or ligands. In receptor interactions, the analysis of structure for the design and testing of catalysts, molecular modelling, or the study of forces involved in protein folding. The successful candidate will be involved in closely related areas or may also be considered. One position is available at the "Trent University level" and the other at the "University level". The successful candidate will be provided with a competitive salary and an excellent benefit package. The successful candidate must have an appropriate background (Biochemistry and Microbiology, Biology, or Chemistry). They may join an emerging group in Chemical and Structural Biology, or join an existing group in the departments of Chemistry, Biochemistry and Microbiology, and Biology. They may also participate in the University's interdisciplinary research. The University of Victoria is a research university and can expect support from the University for participation to the Canada Foundation for Innovation. It is anticipated that the successful candidate will be able to attract additional funding from the Canadian Institutes for Health Research. Applications are invited without regard to nationality or race. The University of Victoria is an equal opportunity employer and a statement of research interests, plans, and should arrange for four letters of recommendation to be sent to: The Vice-Chancellor, STN CSC, Victoria, BC Canada, V8W 2Y4. Review of applications will begin March 1, 2001 and will continue until the position is filled. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, and indigenous peoples. For more information about the Faculty of Science can be found on the web at <http://web.ucv.ca/sciweb/>. Information about the Canada Research Chairs Program can be found at <http://www.crc.gc.ca/english/index.html>. The University of Victoria is situated in one of the most beautiful and scenic cities in Canada. For more information, contact: **Dr. J. R. McManus**, Vice-Chancellor, University of Victoria, Box 1800, Victoria, BC Canada, V8W 2Y4.

## MUSIC

**School of Music.** Applications are invited for an 8-month term appointment, effective September 1, 2000. The successful candidate will start Professor, support department, and assist in department budgeting and financial approval. There is a possibility that this appointment may be extended for a further 12 months. The successful candidate will be responsible for performance and general studies music majors as well as secondary fluid techniques courses. The successful candidate will be expected to work with, and prepare for, candidates who are required to perform in the department. The successful candidate will have expertise in North American Popular Music and Jazz. The successful candidate will be a native, fluent, teaching experience in a music field, including applied skills, will be considered. Required qualifications are a minimum of mid-level experience in the field of music. Salary will be dependent on qualifications and experience, in accordance with the collective bargaining agreement. For consideration, send application, curriculum vitae, an audio cassette representative of their playing, and their teaching experience to: Dr. Tom Gordon, Associate Professor and Academic Director of Music, and Chair of the Search Committee, School of Music, University of Newfoundland, St. John's, NL A1B 4X6, Canada. Contact: Tom Gordon, Director, School of Music, Muench Hall, University of Newfoundland, St. John's, NL A1B 4X6, Canada. Phone: (709) 753-3333. Fax: (709) 753-3333. E-mail: [tomgordon@mun.ca](mailto:tomgordon@mun.ca).



As part of its ongoing commitment to music leadership in Quebec and Canada, the Faculty of Music of McGill University announces three new tenure-track positions:

### Faculty Position in Piano Performance Faculty of Music

The Department of Performance invites applications for a tenure track position in Piano at the rank of Assistant or Associate Professor, beginning in the academic year 2001-2002. Applicants should hold a master's or doctorate degree in piano performance or equivalents, and should have significant international professional profile and experience as a player and teacher. There must be evidence of wide knowledge of performance issues and the current piano and musical scene, combined with effective teaching, organizational, and interpersonal skills. Teaching duties will include supervision of graduate and undergraduate students in piano performance, and development of curriculum offerings at all levels. Applicants should submit a curriculum vitae and a statement of performance and teaching interests, and should arrange to have three letters of reference sent to **Professor Gordon Foote**, Chair, Department of Performance, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, QC, H3A 1E3. Inquiries welcome: (514) 398-4542, (514) 398-1540 fax, foote@music.mcgill.ca. Review of applications will begin **February 15, 2001**. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

## Faculty Position in Music Theory

### Faculty of Music

The Department of Theory invites applications for a tenure-track position in Music Theory at the rank of Assistant Professor, beginning in the academic year 2001-2002. Applicants should hold a PhD in Music Theory with a solid background in performance and/or composition, and should show strong evidence of research productivity and potential. Preference will be given to applicants with a specialization in mathematical modeling of 20th century music who are able to teach a broad range of undergraduate and graduate theory courses, including graduate supervision. Applicants should submit a curriculum vitae and statement of research and teaching interests, and should arrange to have three letters of reference sent to **Professor Wiesław Woszczyk, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, QC, H3A 1E3**. Inquiries welcome: (514) 398-4540, (514) 398-1540 fax, [wieslaw@music.mcgill.ca](mailto:wieslaw@music.mcgill.ca). Review of applications will begin **February 15, 2001**. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

### Faculty Position in Composition Faculty of Music

The Department of Theory invites applications for a tenure-track position in Composition at the rank of Assistant or Associate Professor, beginning in the academic year 2001-2002. Applicants should have a significant international creative profile in contemporary musical composition and a commitment to teaching in a university environment dedicated to the highest artistic and educational goals, including the use of media and technological tools. Applicants should submit a curriculum vitae and statement of compositional and teaching interests, and should arrange to have three letters of reference sent to **Professor Wiesław Woszczyk, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, QC, H3A 1E3**. Inquiries welcome: (514) 398-4540, (514) 398-1540 fax, [wieslaw@music.mcgill.ca](mailto:wieslaw@music.mcgill.ca). Review of applications will begin **February 15, 2001**. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

UNIVERSITY  
OF MANITOBA

DEAN  
FACULTY OF ARCHITECTURE

The University of Manitoba is seeking a Dean to lead its Faculty of Architecture, which is comprised of professional programs in architecture, city planning, interior design and landscape architecture. The Faculty has undergone a significant program restructuring, coupled with major staff renewal, over the past six years and is well-positioned to build on its record of excellence. It houses the Universal Design Institute, the Centre for Architectural Structures and Technology (CAST), the Partners Program, and the Architecture II Exhibition Gallery. The University invites applications and enquiries from individuals who will contribute to this position through innovation and creativity while bringing a fresh, creative perspective. Approximately 100 undergraduate students and 200 graduate students are enrolled in the Faculty's programs. At the present time the Faculty of Architecture has a complement of 34 academic staff and 15 support personnel.

The University of Manitoba is the oldest university in Western Canada and it offers a full range of academic, professional and graduate programs. Western Canada, and the City of Winnipeg in particular, provide highly visible and distinctive cultural traditions, communities, and institutions which frequently form the settings for the Faculty of Architecture's studio and research activity. The Faculty of Architecture's mission is to provide "a professional educational institution, dedicated to the design of the built environment and human settlements." The University as a whole is responsible for the majority of graduate education and research in the Province of Manitoba. It is comprised of 19,434 undergraduate students; 2,934 graduate students, and 1,751 academic staff and 1,927 support staff.

This important appointment calls for a nationally recognized creative thinker with a substantial record of achievement in education, scholarship and/or professional practice in one or more of the Faculty's disciplines. Candidates are expected to hold an advanced degree in one of the Faculty's disciplines and to have demonstrated success as a communicator and administrator, preferably in a multi-disciplinary context. The Dean must be sensitive to the needs of students, faculty and support staff as the Faculty has a strong tradition of collegial and consultative management. In addition to providing intellectual and administrative leadership to the Faculty, the Dean will be expected to work constructively and effectively with all sectors of the University and the external professional and service communities to advance the mission of the University and the Faculty.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The appointment will commence on July 1, 2001. The Advisory Committee will begin its review of applications and nominations **mid-March, 2001**. Nominations and applications, including: a curriculum vitae, names of three referees, and a brief covering statement summarizing a leadership approach for the Faculty of Architecture should be sent, in confidence, to: **Dr. J.S. Gardner, Vice-President (Academic) and Provost, Chair, Presidential Advisory Committee to Appoint Dean, Faculty of Architecture, University of Manitoba, Room 202 Administration Building, Winnipeg, Manitoba R3T 2N2, Fax (204) 261-1318.**



# CAREERS / CARRIÈRES

2666, email: tlgordon@mun.ca Closing date will be March 1, 2001, or when position is filled. Atlantic University is the largest university in the educational and cultural life of the Atlantic provinces and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 full and part-time students. Memorial provides a distinctive environment for learning in its faculties and eight schools. In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

**DALHOUSIE UNIVERSITY — The Department of Music** invites applications for a full-time tenure-track appointment in Voice (Female), at the rank of Assistant Associate Professor, effective July 1, 2001. This position is subject to budgetary approval. Teaching duties the appointee will share with the present (Male) Associate Professor of Voice the teaching of undergraduate level studio lessons, repertoire classes, and preparation of B.Mus. recitals. While the focus will be on the standard vocal repertoire, interest in musical theatre and contemporary vocal styles is encouraged. Candidates must possess successful experience as a voice pedagogue plus significant performance experience in opera and concert, a masters degree or beyond in vocal performance, and a degree in music education. Send letter of application, Curriculum Vitae, professional discography (including an audio or video recording of recent performances), and three letters of recommendation by March 15, 2001, to: Dr. Dennis Farrell, Voice Search Committee, Department of Music, Arts Centre, Dalhousie University, 6101 University Avenue, Halifax, Nova Scotia, Canada B3H 3J5. Dalhousie University is an Employment Equity Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

**UNIVERSITY OF MANITOBA — The School of Music** is seeking applications for a full-time tenure-track appointment at the rank of Assistant Professor of Music. The starting date of the appointment is July 1, 2001. The essential duties include: teaching applied violin and chamber music, as well as string and woodwind literature and technique. The qualifications of the successful candidate, performance both as a soloist and in faculty chamber music and service to the University and the community. For this position, a minimum of five years of experience will be considered an asset. The successful candidate will participate in the development of curriculum and standards in the area of string and will be actively involved in the recruitment of excellent students. This position is subject to final budgetary approval. Qualifications: The successful candidate will possess or be near to achieving a doctorate or advanced performance diploma or will demonstrate significant professional experience and achievement in violin. It is expected that the candidate will have a performance record and demonstrated interest and experience in teaching. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit: a letter of interest, curriculum vitae, and a recording of recent performances, should be sent to: Professor Richard Burrows, Acting Director, School of Music, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Closing date for receipt of applications is March 12, 2001.

**UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Music** invites applications for a 5-month term in Clarinet and Wind Band conducting at the rank of Lecturer/Assistant Professor, August 1 – December 31, 2001. This position is subject to budgetary approval. Teaching duties in UPEI's undergraduate music program will include instruction to Clarinet majors, directing the Wind Symphony, and teaching Woodwind Techniques. The ability to teach Conducting and Music History would be an asset. Additional teaching duties based on the strengths of the successful candidate may be assigned. Qualifications: Minimum Masters, Doctorate preferred. Send letter of application, Curriculum Vitae, conducting video tape, CD or audio tape, and three current letters of reference to: Dr. Karen J. Simon, Chair, Department of Music, University of Prince Edward Island, Charlottetown, PE C1A 4P1 (e-mail: ksimon@upei.ca). Deadline: March 2, 2001, or when position is filled. The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

**THE UNIVERSITY OF BRITISH COLUMBIA — The School of Music**, Position: Full-time Assistant Professor (tenure-track), subject to final budgetary approval. Qualifications: Doctorate or equivalent professional international recognition is expected. Established performing career solo, with a broad range of repertoire interests including contemporary music. Demonstrated teaching experience at the advanced level. Undergraduate teaching at the graduate and undergraduate levels, chamber music coaching, involvement in the School's concert and community outreach programs. Consideration of an active performing career is assumed. Salary: Appropriate to rank of Assistant Professor, and according to qualifications and experience. Applications and inquiries: Please send your letter of application and curriculum vitae to: Chair, Search Committee, School of Music, University of British Columbia, 6381 Memorial Road, Vancouver, BC V6T 1Z2. Please submit: Letter of application and curriculum vitae, including documentation of teaching experience, names, telephone numbers, and addresses of three referees, and recording of recent performances showing a broad selection of repertoire (CD or high-quality cassette tape). Appointment Date: July 1, 2001. Closing Date for Application: February 28, 2001, or until position is filled. Note: The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents.

**able Duties:** Coordinate and provide leadership for all choral groups in the School of Music. Conduct the University Singers, an ensemble of approximately 40 singers. Conduct the Choral Union, approximately 140 singers which draws from the University and Vancouver communities. Study teaching in voice and teaching choral conducting at the beginning and advanced levels. It is expected that the candidate will uphold the very high choral standard which has been established at the School and in Vancouver. The candidate should be prepared to enter into very active collaborations with other community choral groups and develop strong ties with choral groups and to develop strong ties with choral programs in Vancouver and BC. Continuing the tradition of regular touring visits be encouraged. The successful candidate will be encouraged to act as a liaison between the School of Music and the Faculty of Education's Music Education Program, the choral arts community, elementary and secondary school choral programs, as well as other colleges and universities. Salary: Appropriate to rank and experience. Applicants should submit: a letter of application and curriculum vitae, and addresses of three referees, and recording of recent performances showing a mixed selection of repertoire (CD or high-quality cassette tape, video preferred). Appointment Date: July 1, 2001. Closing Date for Applications: February 28, 2001, or until position is filled. Note: The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents.

**UNIVERSITÉ D'OTTAWA — Le Département de musique** sollicite des candidats pour un poste de professeur(e) adjoint(e) à temps complet en tant que la permanence pour l'enseignement de la musique. Date d'entrée en fonction: le 1er juillet 2001. La personne choisie aura un doctorat en musique. Elle sera bilingue (anglais et français) et capable d'enseigner dans les langues anglaise et française. Elle devra aussi avoir une expérience en recherche et en enseignement. Nous encourageons les personnes qui ont des qualifications avancées en matière de recherche musicale, dans un domaine tel que l'éducation, la pédagogie, l'éthnomusicologie ou la critique musicale. Le Département offre différents programmes au premier cycle (B.A. en conservation de la musique, B.A. en musique, B.Mus. et M.Mus. et M.A.) en musique, théorie, ou en interprétation (musique de chambre). La charge professorale comprendra des heures de théorie et d'analyse musicale au niveau du premier et du deuxième cycles ainsi que la supervision de mémoires et de thèses au niveau du deuxième cycle. Le salaire sera déterminé en conformité avec la convention collective. Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Prière de faire parvenir la lettre de candidature et un curriculum vitae, et de vous assurer que les lettres de trois recommandations soient reçues avant le 15 février 2001. À Dr. Lori Buns, Directrice, Département de musique, Université d'Ottawa, 50 Université, Ottawa ON, K1N 6N5.

**UNIVERSITY OF OTTAWA — Music Theory** Applications are invited for a full-time tenure-track position in music theory, which will be at the rank of Assistant Professor. The successful candidate must have a doctorate in music theory, be fluently bilingual, able to give instruction in both French and English, and have an established research profile. Candidates with a strong research profile in areas such as education, cognition, ethnomusicology, or criticism are particularly encouraged to apply. The Department offers undergraduate degrees (B.Mus. & B.A. Concentration, B.A. Honours) and Master's degrees (M.Mus. & M.A.) in musicology, theory, or performance (chamber music). Responsibilities will involve teaching music theory and analysis at both the undergraduate and graduate levels and supervision of master's theses and dissertations. Salary is commensurate with qualifications and experience and consistent with the Collective Agreement. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Employment equity is University policy. The University strongly encourages applications from women. Candidates should submit a letter of application and a curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly by February 15, 2001, to Dr. Lori Buns, Chair, Department of Music, University of Ottawa, 50 University, Ottawa ON K1N 6N5.

**NURSING** **UNIVERSITY OF NEW BRUNSWICK — The Department of Nursing** invites applications for two (2) faculty positions — a probationary tenure-track appointment and a probationary instructor/teaching assistant position. Both positions involve classroom and clinical practice teaching responsibilities in the undergraduate program, one in the area of adult hospital-based nursing and one in childbearing families (pediatric). An employment date of July 1, 2001 is anticipated. Applicants must have a clinical experience and/or specialization in one of the specialty areas, and should have university teaching experience. The minimum education requirement is a Master's degree in Nursing. Doctorate preparation is preferred for the tenure-track appointment. A demonstrated commitment to team and interdisciplinary collaboration, a primary health care philosophy, and innovative educational approaches are assets for these positions. Candidates must be eligible for registration with the Nurses Association of New Brunswick and maintain registration when appointed. The Nursing Department is part of a fully-accredited nursing program and offers baccalaureate nursing education through a basic four-year full-time and a post-RN degree completion stream. The Department also collaborates with the Faculty of Nursing at UNB Fredericton to offer a Master of Nursing (M.N.) program. UNB is located adjacent to a large teaching hospital. Strong affiliations with colleagues in this and other practice settings in the region, plus developed links with an interdisciplinary institute for health research, provide opportunities for collaborative research projects and joint appointments. Applicants should submit a curriculum vitae and the names and addresses of three referees (including e-mail address and telephone number) to: Dr. Keith DeBell, Director of Science, Applied Science and Engineering, University of New Brunswick, P.O. Box 5550, Saint John, New Brunswick, E2L 4L5, Fax (506) 484-5550, e-mail: unbr-nursing@unb.ca. Review of applications will begin on February 28, 2001. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

**QALOUSIE UNIVERSITY** Director of Nursing Research, WK Grace Health Centre for Children, Women and Families and Dalhousie University School of Nursing Tenure Track Position. Applications are invited for a full-time position: fifty percent Director of Nursing Research WK Grace Health Centre for Children and Women and Families, and fifty percent probationary tenure track position in the Dalhousie University School of Nursing in the area of maternal child or nursing of children and their families, commencing July 1, 2001. The successful candidate's primary responsibilities to the WK Grace will be to facilitate the ongoing development of nursing research across the five care programs, and stimulate research interests of nurses to improve care through the generation and discovery of new knowledge critical to clinical and policy decisions. The mission of the WK Grace is Caring, Learning and Advocacy to achieve a vision of helping children and women of the Maritimes be the healthiest in the world. Care is delivered to children, women and their families through five programs: Mental Health, Women's Health, Maternal and Newborn Health, Children's Acute and Continuing Care and Children's Acute and Emergency Care and Mental Health. Nurses at the Health Centre embrace the "spirit of inquiry" believe that nursing practice must be based on "best evidence" and are supported by a strong nursing research program, to explore their own clinical questions. The primary responsibilities to the School include teaching undergraduate and graduate courses in the area of maternal child or nursing of children and their families, developing a program of on-going research, and participating on these committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The School of Nursing is part of the Faculty of Health Professions whose mission is to foster leadership in diverse and critical scholarship, education and action to effect social change for health. The School offers positions leading to a BScN for both basic and post-baccalaureate students, a Post-Baccalaureate Nurse Practitioner Program, and a Master of Nursing Program with thesis, non-thesis, and advanced practice options. Programs are offered on-site and through distance learning technology, and are congruent with the philosophy of adult education. Opportunities for interdisciplinary research are available through the Faculty and the University community including the Atlantic Health Promotion Research Centre and the Maritime Centre of Excellence for Women's Health. Requirements for this position are: a Master's and a doctoral degree (or a doctoral degree in progress), one of these degrees must be in nursing; practice expertise in the area of maternal child or nursing of children and their families, evidence of an active or developing research in the area of maternal child or nursing of children and their families and publication program, eligibility for registration with the Registered Nurses' Association of Nova Scotia, and the ability to work collaboratively with diverse research methodologies is an asset. Applicants should submit a cover letter stating qualifications and address, a curriculum vitae, a copy of their current provincial nursing registration and the name, address and phone number of three referees, to: Paulette Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Fax (902) 434-3437, e-mail: paulette.dunn@dal.ca. Application deadline: March 31, 2001.

**Occupational Therapy** **DALHOUSIE UNIVERSITY — The School of Occupational Therapy** invites applications for one full-time probationary tenure track occupational therapist (July 1st, 2001) the Assistant Professor level (appointment at the Associate Professor level will be considered for exceptional candidates). The ideal candidate for the full-time probationary tenure track position will have a PhD completed or in progress and be eligible for licensure with the College of Occupational Therapists of Nova Scotia. This position encompasses research, teaching, and administration. Teaching will focus on the Nova Scotia fieldwork education program. Prior experience in teaching and research in occupational therapy is essential. Consideration of applications will begin on April 1, 2001 and continue until the position is filled. Letter of interest, curriculum vitae, proof of occupational therapy license, name and e-mail addresses of three academic or professional referees should be forwarded to: Chair, Appointments Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

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**Curriculum Studies with a focus on Childhood** **QALOUSIE UNIVERSITY** Director of Nursing Research, WK Grace Health Centre for Children, Women and Families and Dalhousie University School of Nursing Tenure Track Position. Applications are invited for a full-time position: fifty percent Director of Nursing Research WK Grace Health Centre for Children and Women and Families, and fifty percent probationary tenure track position in the Dalhousie University School of Nursing in the area of maternal child or nursing of children and their families, commencing July 1, 2001. The successful candidate's primary responsibilities to the WK Grace will be to facilitate the ongoing development of nursing research across the five care programs, and stimulate research interests of nurses to improve care through the generation and discovery of new knowledge critical to clinical and policy decisions. The mission of the WK Grace is Caring, Learning and Advocacy to achieve a vision of helping children and women of the Maritimes be the healthiest in the world. Care is delivered to children, women and their families through five programs: Mental Health, Women's Health, Maternal and Newborn Health, Children's Acute and Continuing Care and Children's Acute and Emergency Care and Mental Health. Nurses at the Health Centre embrace the "spirit of inquiry" believe that nursing practice must be based on "best evidence" and are supported by a strong nursing research program, to explore their own clinical questions. The primary responsibilities to the School include teaching undergraduate and graduate courses in the area of maternal child or nursing of children and their families, developing a program of on-going research, and participating on these committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The School of Nursing is part of the Faculty of Health Professions whose mission is to foster leadership in diverse and critical scholarship, education and action to effect social change for health. The School offers positions leading to a BScN for both basic and post-baccalaureate students, a Post-Baccalaureate Nurse Practitioner Program, and a Master of Nursing Program with thesis, non-thesis, and advanced practice options. Programs are offered on-site and through distance learning technology, and are congruent with the philosophy of adult education. Opportunities for interdisciplinary research are available through the Faculty and the University community including the Atlantic Health Promotion Research Centre and the Maritime Centre of Excellence for Women's Health. Requirements for this position are: a Master's and a doctoral degree (or a doctoral degree in progress), one of these degrees must be in nursing; practice expertise in the area of maternal child or nursing of children and their families, evidence of an active or developing research in the area of maternal child or nursing of children and their families and publication program, eligibility for registration with the Registered Nurses' Association of Nova Scotia, and the ability to work collaboratively with diverse research methodologies is an asset. Applicants should submit a cover letter stating qualifications and address, a curriculum vitae, a copy of their current provincial nursing registration and the name, address and phone number of three referees, to: Paulette Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Fax (902) 434-3437, e-mail: paulette.dunn@dal.ca. Application deadline: March 31, 2001.

**Occupational Therapy** **DALHOUSIE UNIVERSITY — The School of Occupational Therapy** invites applications for one full-time probationary tenure track occupational therapist (July 1st, 2001) the Assistant Professor level (appointment at the Associate Professor level will be considered for exceptional candidates). The ideal candidate for the full-time probationary tenure track position will have a PhD completed or in progress and be eligible for licensure with the College of Occupational Therapists of Nova Scotia. This position encompasses research, teaching, and administration. Teaching will focus on the Nova Scotia fieldwork education program. Prior experience in teaching and research in occupational therapy is essential. Consideration of applications will begin on April 1, 2001 and continue until the position is filled. Letter of interest, curriculum vitae, proof of occupational therapy license, name and e-mail addresses of three academic or professional referees should be forwarded to: Chair, Appointments Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

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**Curriculum Studies with a focus on Childhood** **QALOUSIE UNIVERSITY** Director of Nursing Research, WK Grace Health Centre for Children, Women and Families and Dalhousie University School of Nursing Tenure Track Position. Applications are invited for a full-time position: fifty percent Director of Nursing Research WK Grace Health Centre for Children and Women and Families, and fifty percent probationary tenure track position in the Dalhousie University School of Nursing in the area of maternal child or nursing of children and their families, commencing July 1, 2001. The successful candidate's primary responsibilities to the WK Grace will be to facilitate the ongoing development of nursing research across the five care programs, and stimulate research interests of nurses to improve care through the generation and discovery of new knowledge critical to clinical and policy decisions. The mission of the WK Grace is Caring, Learning and Advocacy to achieve a vision of helping children and women of the Maritimes be the healthiest in the world. Care is delivered to children, women and their families through five programs: Mental Health, Women's Health, Maternal and Newborn Health, Children's Acute and Continuing Care and Children's Acute and Emergency Care and Mental Health. Nurses at the Health Centre embrace the "spirit of inquiry" believe that nursing practice must be based on "best evidence" and are supported by a strong nursing research program, to explore their own clinical questions. The primary responsibilities to the School include teaching undergraduate and graduate courses in the area of maternal child or nursing of children and their families, developing a program of on-going research, and participating on these committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The School of Nursing is part of the Faculty of Health Professions whose mission is to foster leadership in diverse and critical scholarship, education and action to effect social change for health. The School offers positions leading to a BScN for both basic and post-baccalaureate students, a Post-Baccalaureate Nurse Practitioner Program, and a Master of Nursing Program with thesis, non-thesis, and advanced practice options. Programs are offered on-site and through distance learning technology, and are congruent with the philosophy of adult education. Opportunities for interdisciplinary research are available through the Faculty and the University community including the Atlantic Health Promotion Research Centre and the Maritime Centre of Excellence for Women's Health. Requirements for this position are: a Master's and a doctoral degree (or a doctoral degree in progress), one of these degrees must be in nursing; practice expertise in the area of maternal child or nursing of children and their families, evidence of an active or developing research in the area of maternal child or nursing of children and their families and publication program, eligibility for registration with the Registered Nurses' Association of Nova Scotia, and the ability to work collaboratively with diverse research methodologies is an asset. Applicants should submit a cover letter stating qualifications and address, a curriculum vitae, a copy of their current provincial nursing registration and the name, address and phone number of three referees, to: Paulette Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Fax (902) 434-3437, e-mail: paulette.dunn@dal.ca. Application deadline: March 31, 2001.

With 10 faculties and 25,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and tradition of welcoming and integrating people. The Faculty of Education requires

## Replacement professors for

These appointments are to begin July 1, 2001. The successful candidate will be appointed for a term of 2 years and will possess the following qualifications

### Curriculum Studies with a focus on Childhood

**QALOUSIE UNIVERSITY** Director of Nursing Research, WK Grace Health Centre for Children, Women and Families and Dalhousie University School of Nursing Tenure Track Position. Applications are invited for a full-time position: fifty percent Director of Nursing Research WK Grace Health Centre for Children and Women and Families, and fifty percent probationary tenure track position in the Dalhousie University School of Nursing in the area of maternal child or nursing of children and their families, commencing July 1, 2001. The successful candidate's primary responsibilities to the WK Grace will be to facilitate the ongoing development of nursing research across the five care programs, and stimulate research interests of nurses to improve care through the generation and discovery of new knowledge critical to clinical and policy decisions. The mission of the WK Grace is Caring, Learning and Advocacy to achieve a vision of helping children and women of the Maritimes be the healthiest in the world. Care is delivered to children, women and their families through five programs: Mental Health, Women's Health, Maternal and Newborn Health, Children's Acute and Continuing Care and Children's Acute and Emergency Care and Mental Health. Nurses at the Health Centre embrace the "spirit of inquiry" believe that nursing practice must be based on "best evidence" and are supported by a strong nursing research program, to explore their own clinical questions. The primary responsibilities to the School include teaching undergraduate and graduate courses in the area of maternal child or nursing of children and their families, developing a program of on-going research, and participating on these committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The School of Nursing is part of the Faculty of Health Professions whose mission is to foster leadership in diverse and critical scholarship, education and action to effect social change for health. The School offers positions leading to a BScN for both basic and post-baccalaureate students, a Post-Baccalaureate Nurse Practitioner Program, and a Master of Nursing Program with thesis, non-thesis, and advanced practice options. Programs are offered on-site and through distance learning technology, and are congruent with the philosophy of adult education. Opportunities for interdisciplinary research are available through the Faculty and the University community including the Atlantic Health Promotion Research Centre and the Maritime Centre of Excellence for Women's Health. Requirements for this position are: a Master's and a doctoral degree (or a doctoral degree in progress), one of these degrees must be in nursing; practice expertise in the area of maternal child or nursing of children and their families, evidence of an active or developing research in the area of maternal child or nursing of children and their families and publication program, eligibility for registration with the Registered Nurses' Association of Nova Scotia, and the ability to work collaboratively with diverse research methodologies is an asset. Applicants should submit a cover letter stating qualifications and address, a curriculum vitae, a copy of their current provincial nursing registration and the name, address and phone number of three referees, to: Paulette Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Fax (902) 434-3437, e-mail: paulette.dunn@dal.ca. Application deadline: March 31, 2001.

### Foundations of Schooling with a focus on Childhood

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### Foundations of Learning with a focus on Childhood

**QALOUSIE UNIVERSITY** Director of Nursing Research, WK Grace Health Centre for Children, Women and Families and Dalhousie University School of Nursing Tenure Track Position. Applications are invited for a full-time position: fifty percent Director of Nursing Research WK Grace Health Centre for Children and Women and Families, and fifty percent probationary tenure track position in the Dalhousie University School of Nursing in the area of maternal child or nursing of children and their families, commencing July 1, 2001. The successful candidate's primary responsibilities to the WK Grace will be to facilitate the ongoing development of nursing research across the five care programs, and stimulate research interests of nurses to improve care through the generation and discovery of new knowledge critical to clinical and policy decisions. The mission of the WK Grace is Caring, Learning and Advocacy to achieve a vision of helping children and women of the Maritimes be the healthiest in the world. Care is delivered to children, women and their families through five programs: Mental Health, Women's Health, Maternal and Newborn Health, Children's Acute and Continuing Care and Children's Acute and Emergency Care and Mental Health. Nurses at the Health Centre embrace the "spirit of inquiry" believe that nursing practice must be based on "best evidence" and are supported by a strong nursing research program, to explore their own clinical questions. The primary responsibilities to the School include teaching undergraduate and graduate courses in the area of maternal child or nursing of children and their families, developing a program of on-going research, and participating on these committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The School of Nursing is part of the Faculty of Health Professions whose mission is to foster leadership in diverse and critical scholarship, education and action to effect social change for health. The School offers positions leading to a BScN for both basic and post-baccalaureate students, a Post-Baccalaureate Nurse Practitioner Program, and a Master of Nursing Program with thesis, non-thesis, and advanced practice options. Programs are offered on-site and through distance learning technology, and are congruent with the philosophy of adult education. Opportunities for interdisciplinary research are available through the Faculty and the University community including the Atlantic Health Promotion Research Centre and the Maritime Centre of Excellence for Women's Health. Requirements for this position are: a Master's and a doctoral degree (or a doctoral degree in progress), one of these degrees must be in nursing; practice expertise in the area of maternal child or nursing of children and their families, evidence of an active or developing research in the area of maternal child or nursing of children and their families and publication program, eligibility for registration with the Registered Nurses' Association of Nova Scotia, and the ability to work collaboratively with diverse research methodologies is an asset. Applicants should submit a cover letter stating qualifications and address, a curriculum vitae, a copy of their current provincial nursing registration and the name, address and phone number of three referees, to: Paulette Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Fax (902) 434-3437, e-mail: paulette.dunn@dal.ca. Application deadline: March 31, 2001.

**Rank and salary:** Commensurate with qualifications and experience in keeping with the negotiated collective agreement.  
**Date of appointment:** July 1, 2001

Applicants should forward their application, curriculum vitae and the names, addresses and phone numbers of three individuals who would serve as references before March 15, 2001 to:

Cécile Champagne-Mazar, Vice-Dean (Programs),  
Faculty of Education, University of Ottawa,  
145 Jean-Jacques Lussier Street, (3144)  
Ottawa, Ontario K1N 6N5

In keeping with Canadian immigration regulations, this position is offered to citizens and permanent residents of Canada. Equity is a University policy. This position is subject to budgetary approval. Only those who are invited for interviews will receive a confirmation letter.

## FACULTY OF EDUCATION



Université d'Ottawa  
University of Ottawa



# CAREERS CARRIÈRES



## Canada Research Chairs in Mathematics

The Faculty of Mathematics at the University of Waterloo is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at <http://www.chairs.gc.ca>.

The Faculty of Mathematics conducts leading research in numerous areas including actual science, computer science, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: <http://www.math.uwaterloo.ca/Faculty/index.html>.

Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as referees. Applications should be sent to: **Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.** Review of applications will begin when received, and will continue until the positions have been filled.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

## Carleton University

Carleton University invites applications to fill the following Canada Research Chair positions. Carleton has revitalized its commitment to excellence in its traditional areas of strength—public affairs and management, journalism, aerospace, communications and computer systems engineering, and computer science, while continuing to offer strong undergraduate and graduate programs in social sciences, engineering, science, the humanities and arts. Carleton is a middle-sized, research-intensive institution which collaborates with many public and private organizations in the Ottawa-Carleton region and has close ties with the area's diplomatic, business, cultural, government, and high technology communities. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

### Faculty of Arts and Social Sciences

Applications are invited for Tier I and Tier 2 Canada Research Chairs in the following strategic research areas:

- Criminology
- Technological Mediations of Culture
- Interdisciplinary Approaches to Literature, Aural, and Visual Culture

Applications will begin on July 1, 2001 and/or July 1, 2002.

**Criminology: Criminology, or Forensic Psychology**, is already a substantial research field in the Ph.D. programs of both the Department of Sociology and Anthropology and the Department of Psychology. The successful candidate will play a leading role in further developing research and programmatic initiatives in criminology.

**Technological Mediations of Culture and Interdisciplinary Approaches to Literature, Aural, and Visual Culture** are each specialties within the strategic research direction, **Modern Culture**. Successful candidates for the Canada Research Chairs focusing on "Culture" will be cross-appointed to the Institute for Comparative Studies in Literature, Art and Culture and one other discipline (Anthropology, Art History, Canadian Studies, English, French, Film, History, Music, Sociology). The Institute is the home of the recently established Ph.D. in Cultural Mediations—an interdisciplinary Ph.D. which draws upon cultural theory within and across various literatures, 20th-century aural and visual cultures (in Film Studies, Music, and Art History) and in work with contemporary media technologies. The program promotes new modes of inquiry into the relationships between various forms and practices of cultural expression, both within and against the dominant Western tradition. The program also promotes research into the impact of advanced technologies upon the creation of new cultural forms and new models of social and historical understanding.

Chairholders will be expected to lead a program of research in a designated strategic area by providing leadership to a team of researchers, mentoring junior faculty and post-doctoral fellows, supervising doctoral students, and securing research grants.

Applications, including a statement of the candidate's research plans, should be forwarded to Dr. Ayva Freedman, Dean, Faculty of Arts and Social Sciences. Applicants should ask three referees to send letters of reference directly to the Dean.

### Faculty of Public Affairs and Management

Applications are invited for Tier 1 and 2 Canada Research Chairs in the following strategic research areas:

- Public policy/policy analysis
- Globalization and the role of the state
- Economic/Business policy
- Communication policy

Appointments will be at the Full Professor or Associate Professor level and will begin on July 1, 2001 or July 1, 2002.

Chairholders will be expected to lead a program of research in a designated strategic area including: providing leadership to a team of researchers, mentoring junior faculty and post-doctoral fellows, supervising doctoral students, and securing research grants.

The Faculty of Public Affairs and Management is unique in Canada in bringing together teaching and research units that focus on the structures, processes and policies of the three broad sectors of civic society—the public, private and voluntary sectors. Teaching units in the PAM faculty include the Departments of Economics, Law, and Political Science and the Schools of Business, (Norman Paterson School of International Affairs, Public Administration, Journalism and Communication, and Social Work. Chairholders can expect to hold cross-appointments in at least two of these units.

Applications, including a statement of the candidate's research plans, should be forwarded to Dr. Allan M. Maslove, Dean, Faculty of Public Affairs and Management. Applicants should ask three referees to send letters directly to the Dean.

### Faculty of Science

Applications are invited for a Tier I Canada Research Chair in the Department of Physics in the field of experimental particle physics/particle astrophysics. This position will begin in July 2001.

The Department has a strong research presence at the Sudbury Neutrino Observatory, the OPAL collaboration at LEP, the ATLAS collaboration at the LHC, and in R&D efforts for the Linear Collider project. In addition, we have active groups in high-energy theory and in medical physics. The successful candidate will be expected to play a major role within the SNO experiment initially, and in the longer term to participate in the broader experimental particle physics program.

The appointment will be made at the Assistant or Associate Professor level commensurate with experience. Applicants for this position must have a Ph.D. degree and research experience in experimental particle physics or particle astrophysics. In accordance with the goals of the Canada Research Chairs program, we invite applications from outstanding young scientists with a strong research record, who have in addition demonstrated research creativity and have the ability to attract excellent co-workers and students.

Candidates should send a curriculum vitae, a statement of their research and teaching interests, and arrange for letters from three referees to be sent to Dr. J. Armitage, Chair, Department of Physics. The deadline for applications is January 15, 2001. However,

consideration of applications will continue until the position is filled.

### Faculty of Engineering and Design

Applications are invited for a Tier I Canada Research Chair in the Department of Electronics in the field of photonics technology for telecommunications. The position is available starting July 1, 2001. Candidates must have strong, sustained records of internationally recognized research, with backgrounds appropriate for direct appointment as Full Professor. The successful candidate will be expected to build a strong research program and to participate actively in teaching and the development of new courses in the field at the graduate and senior undergraduate levels. Areas of particular interest include photonic applications of MEMS (e.g. optical switching and attenuation), techniques for WDM, and waveguide integration.

The Department of Electronics maintains a superb laboratory for research in silicon process technology and semiconductor device physics. Considerable expertise is available in the fabrication of micro-electromechanical systems, holographic optical elements, optical waveguides, and devices incorporating SiGe alloys (details can be found at [www.doc.carleton.ca](http://www.doc.carleton.ca)). Substantial start-up funding will be available to assist in the development of a new advanced optoelectronics and photonics laboratory at Carleton. Historically, the Department has maintained strong research collaboration with the National Research Council, Communications Research Centre, and local industry. This collaboration will be strengthened in coming years as the National Capital Institute of Telecommunications (NCIT) combines the resources of industrial, government and university labs in photonics and other strategic areas. Participation of the successful candidate in NCIT will be invited.

The appointment of a Canada Research Chair in photonics in the Department of Electronics forms part of a broad initiative to build strong cross-disciplinary programs in this field at Carleton. This Canada Research Chair will be complemented in the future by faculty appointments in the fields of photonics and optics in the Department of Physics and the Department of Electronics.

Applications, with a detailed curriculum vitae and the names of at least three referees, should be sent to Dr. N.G. Tan, Acting Chair, Department of Electronics. Applications will be accepted as long as the position remains unfilled.

Applications are invited for Canada Research Chair positions in the Department of Systems and Computer Engineering at Carleton University. The Department wishes to fill two CRC positions immediately: a Full Professor appointment as a Tier 1 Chair in the general area of Wireless/Broadband Networks, and an Assistant or

### OCEANOGRAPHY

**DALHOUSIE UNIVERSITY** and **Canadian Institute for Advanced Research**—Department of Oceanography. Applications are invited for a permanent tenure track assistant professor position in geochemistry of ancient and modern oceans. The successful candidate will be expected to develop a vigorous, externally funded research programme, supervise M.Sc. and Ph.D. students, and teach graduate and undergraduate courses. She will also be appointed a "Scholar" in the Earth System Evolution Programme (ESEP) of the Canadian Institute for Advanced Research (CIAR). Candidates should have an interest in quantitative interdisciplinary research into the role of ocean chemistry in regulating and recording the evolution of Earth's biogeochemical cycles. The successful candidate will have a record of research achievement, contribution to the discipline, and assessed potential necessary to be appointed by CIAR. As a member of ESEP, the incumbent initially will be supported partly by CIAR and during this time will benefit from reduced teaching responsibilities and from association with an international network of researchers in earth system sciences. A Ph.D. is required, and post-doctoral experience is normally expected. Applicants should submit a c.v., a statement of research/teaching objectives, and the name, address, phone, and e-mail of two referees. Applications will be considered

as soon as they are complete, and they will be accepted until the position is filled. Applications should be sent to: Chair, Geochemistry of Ancient and Modern Oceans Search, Committee Department of Oceanography, Dalhousie University, Halifax, NS, Canada, B3H 4R1. Phone: (902) 494-3557, Fax: (902) 494-3877, E-mail: [oceanography@dal.ca](mailto:oceanography@dal.ca). For more specific information, access our website: [www.phy.ocean.dal.ca/ocdsearch.html](http://www.phy.ocean.dal.ca/ocdsearch.html), [www.cia.ca](http://www.cia.ca), [ocdsearch@dal.ca](mailto:ocdsearch@dal.ca). Dalhousie University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people, and persons with a disability in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

### ONCOLOGY

**THE UNIVERSITY OF MANITOBA**—The Department of Medical Oncology and Hematology, CancerCare Manitoba (CCMB), in conjunction with the Manitoba Blood and Marrow Transplantation Program, CCMB, the Oncology Program, Winnipeg Regional Health Authority (WRHA), and the Section of Hematology/Oncology, the Department of Internal Medicine, Faculty of Medicine, the University of Manitoba (U of M), Winnipeg, are seeking applications for a Geographical Full-time Contingent position with the Leukemia/BMT Ser-

vices and Section of Hematology/Oncology, the Health Sciences Centre, Winnipeg, commencing July 1st, 2001 or as soon as possible thereafter. The successful candidate will ensure that the Program meets in patient care, research, education and will be accountable for the administrative, quality control, accreditation, and budgetary aspects of the Program. The Program is a large service combined adult and paediatric service which includes bone marrow and peripheral blood stem cell, allogeneic and autologous related and unrelated hematopoietic stem cell transplantation. Approximately 50 to 60 procedures are performed annually. The Program enjoys excellent working relationships with the Acute Leukemia and Lymphoma Disease Site Groups within CancerCare Manitoba. The Program has a productive hematopoietic stem cell laboratory with both positive and negative purging capabilities and a full data management and accreditation team. The BMT Program is affiliated with the Canadian Bone Marrow Transplant Group, the National Cancer Institute of Canada Clinical Trials Group, the International Bone Marrow Transplant Registry and the Justus Bone Marrow Transplant Registry. The Department of Medical Oncology and Hematology, CCMB, and the Section of Hematology/Oncology, the Department of Internal Medicine, Faculty of Medicine, the U of M, consists of 19 faculty members based at the two CCMB sites located at the two U of M-affiliated teaching hospitals, the Health Sciences Centre and St. Boniface General Hospital, Winnipeg. The group operates active clinical and basic science research programs in solid tumor and hematological malignancies, the pathogenesis and management of infection in cancer patients, blood and marrow transplantation, quality of life in cancer, and bleeding and thrombotic disorders. There are unique opportunities to develop and participate in new and innovative investigative work directly or in collaboration with Manitoba Institute of Cell Biology, CCMB. The successful candidate should have at least one year of training in hematopoietic stem cell transplantation or at least two years of research experience as an attending physician responsible for the management of hematopoietic stem cell transplant patients (in requirement of Hematology/Oncology for the Accreditation of Hematopoietic Cell Therapy (IAHCT) for directors of BMT programs). Candidates must have senior specialty qualifications in internal medicine, the country of current practice must be eligible for registration with the College of Physicians and Surgeons of Canada and for licensure with the College of Physicians and Surgeons of Manitoba. Certification by the Royal College of Physicians and Surgeons of Canada in Adult Hematology, Medical Oncology, or Infectious Disease is preferred. Salary and rank will be commensurate with experience. Competitive salaries and excellent benefits packages are offered. CancerCare Manitoba is a member of the Regional Health Authority, and the Faculty of Medicine, University of Manitoba encourage application from qualified men and women, including visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested candidates are encouraged to submit a letter of interest which should include a description of research interests and experience, an up-to-date curriculum vitae, and three letters of reference to: Dr. E.J. Bow, Head, Department of Medical Oncology and Hematology, CancerCare Manitoba, Health Sciences Centre, 380 Tache Avenue, Winnipeg, R2S 1A6, Canada. Tel: 204-787-3364, fax: 204-787-3115, e-mail: [ebow@ccmb.mb.ca](mailto:ebow@ccmb.mb.ca). Closing date for receipt of applications March 31, 2001.

**THE UNIVERSITY OF MANITOBA**—The Department of Medical Oncology and Hematology, CancerCare Manitoba (CCMB), in conjunction with the Manitoba Blood and Marrow Transplantation Program, CCMB, the Oncology Program, Winnipeg Regional Health Authority (WRHA), and the Section of Hematology/Oncology, the Department of Internal Medicine, Faculty of Medicine, the University of Manitoba (U of M), Winnipeg, are seeking applications for a Geographical Full-time Contingent position with the Leukemia/BMT Ser-

Associate Professor appointment as a Tier 2 Chair in the general area of Digital Design and Distributed Computing.

Laboratories in the Department that are relevant to these Chairs include the following. The Broadband Networks Laboratory conducts research on modeling and performance analysis of new and emerging broadband networking and internet-working technologies. A major research thrust is performance analysis and quality of service control for IP networks (a Premiers Research Excellence Award was awarded to a member of this Laboratory in 1999). The Laboratory has major involvement in the Complex Adaptive Networks for Computing and Communications project as part of the Mathematics of Information Technology and Complex Systems (MITACS) National Centre of Excellence. An optical networks laboratory is under development (including a prototype optical switch), and will involve research on optical routing, the Broadband Communications and Wireless Systems Centre conducts research on propagation and channel modelling, modulation, coding and synchronization, as well as signal processing for wireless systems, protocols, multimedia and the internet, and mobile computing. There is a well-equipped microwave radio research facility, powerful computing facilities, and an indoor wireless LAN (Lucent WaveLAN at 2 Mbps). The Department is well supplied with other teaching and research laboratories, many supplied by the high technology industry, including the NORTEL/ASSERT Lab, the Alcatel Lab, the Mitel Lab, and the Texas Instruments and Nortel Networks DSP Laboratory for Advanced Communications Research and Education.

The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 200 graduate students in four programs: M.Eng. and Ph.D. in Electrical Engineering, M.Sc. in Information and Systems Science, and M.Eng. in Telecommunications Technology Management. The Department takes full advantage of the high concentration of industry, government and university communications and information technology-oriented research and development organizations in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications firms. It is a major participant in CITO (Communications and Information Technology Ontario), CTR (Canadian Institute for Telecommunications Research), the National Capital Institute of Telecommunications (NCIT), and other research and information technology consortia.

In conjunction with the Department of Electronics, the Department of Systems and Computer Engineering also offers a full slate of innovative and popular undergraduate electrical and computer engineering programs: Computer Systems Engineering, Electrical Engineering, Communications Engineering, Software Engineering, and Engineering Physics.

Applications, with a curriculum vitae and the names of three referees should be sent to Professor John Chmielek, Chair, Department of Systems and Computer Engineering.

Associate Professor appointment as a Tier 2 Chair in the general area of Digital Design and Distributed Computing. Laboratories in the Department that are relevant to these Chairs include the following. The Broadband Networks Laboratory conducts research on modeling and performance analysis of new and emerging broadband networking and internet-working technologies. A major research thrust is performance analysis and quality of service control for IP networks (a Premiers Research Excellence Award was awarded to a member of this Laboratory in 1999). The Laboratory has major involvement in the Complex Adaptive Networks for Computing and Communications project as part of the Mathematics of Information Technology and Complex Systems (MITACS) National Centre of Excellence. An optical networks laboratory is under development (including a prototype optical switch), and will involve research on optical routing, the Broadband Communications and Wireless Systems Centre conducts research on propagation and channel modelling, modulation, coding and synchronization, as well as signal processing for wireless systems, protocols, multimedia and the internet, and mobile computing. There is a well-equipped microwave radio research facility, powerful computing facilities, and an indoor wireless LAN (Lucent WaveLAN at 2 Mbps). The Department is well supplied with other teaching and research laboratories, many supplied by the high technology industry, including the NORTEL/ASSERT Lab, the Alcatel Lab, the Mitel Lab, and the Texas Instruments and Nortel Networks DSP Laboratory for Advanced Communications Research and Education. The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 200 graduate students in four programs: M.Eng. and Ph.D. in Electrical Engineering, M.Sc. in Information and Systems Science, and M.Eng. in Telecommunications Technology Management. The Department takes full advantage of the high concentration of industry, government and university communications and information technology-oriented research and development organizations in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications firms. It is a major participant in CITO (Communications and Information Technology Ontario), CTR (Canadian Institute for Telecommunications Research), the National Capital Institute of Telecommunications (NCIT), and other research and information technology consortia. In conjunction with the Department of Electronics, the Department of Systems and Computer Engineering also offers a full slate of innovative and popular undergraduate electrical and computer engineering programs: Computer Systems Engineering, Electrical Engineering, Communications Engineering, Software Engineering, and Engineering Physics. Applications, with a curriculum vitae and the names of three referees should be sent to Professor John Chmielek, Chair, Department of Systems and Computer Engineering.







# CAREER OPPORTUNITIES

**THE UNIVERSITY OF WINDSOR** — The Department of Philosophy invites applications for a limited term position in Philosophy at the rank of assistant professor commencing August 15, 2001. For details visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Bruce Tucker, Head, History, Philosophy and Political Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2342, Fax: 519 253 3100, Email: [bruce.tucker@uwindsor.ca](mailto:bruce.tucker@uwindsor.ca).

**ST. THOMAS UNIVERSITY** — The Department of Philosophy, St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Philosophy invites applications for an entry-level, tenure-track position beginning July 1, 2001. The successful candidate will be expected to teach sections of introduction to philosophy and should be specialized, or competent in, at least two of the following areas: existentialism and phenomenology, epistemology, modern philosophy. In addition, given the department's traditional and continuing commitment to the Catholic philosophical tradition, both classical and modern, it would be an asset for candidates to be familiar with, and able to contribute to, this ongoing departmental interest. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness, teaching portfolio preferred, and arrange to have three letters of reference sent directly to Dr. Marc Smith, Chair, Philosophy Department, St. Thomas University, Fredericton, NB E3B 5G3. Closing date: March 15, 2001, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date in accordance with Canadian immigration requirements; this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

## PHYSICAL EDUCATION

### MEMORIAL UNIVERSITY OF NEWFOUNDLAND

**School of Physical Education, Recreation and Athletics.** Applications are invited for a maximum of four full-time appointments as described below at the Assistant Professor level in the School of Physical Education, Recreation and Athletics, Memorial University of Newfoundland. These positions are tenure track appointments and one position is a two-year contract position in addition to being considered for a tenure track position. The School of Physical Education, Recreation and Athletics offers four outstanding degree programs: Bachelor of Physical Education (Co-operative), Bachelor of Recreation (Co-operative), Bachelor of Kinesiology (Co-operative), and a Master of Physical Education. Students and faculty in the School of Physical Education, Recreation and Athletics have access to many facilities for research, teaching, and recreation including: a 50-meter pool, a water sports facility, and a new Field House Complex slated for completion in 2001. The School has developed active research programs and is seeking candidates able to generate externally funded research programs that include opportunities for graduate students. Recreation and Leisure. The successful candidate will have a PhD in recreation, leisure, or a related academic discipline, and have experience in teaching and research at the university level. The successful candidate will be expected to pursue a course of active research. Candidates should be competent to teach undergraduate and graduate courses in several of the following areas: recreation administration, facility management, strategic planning, entrepreneurship, recreation delivery systems, tourism, aging, and disability. Exercise Science/Ergonomics. The successful candidate will have a PhD in the area of exercise sci-

ence/ergonomics, or a related academic discipline and have experience in teaching and research at the university level. The successful candidate will be expected to pursue a course of active research. Candidates should be competent to teach undergraduate and graduate courses in several of the following areas: anatomy, physiology, exercise physiology, motor learning, growth and development, biomechanics, advanced biomechanics, ergonomics, fitness, leadership, nutrition, and sport psychology. Physical Education. The successful candidate will have a leadership role in the School's Bachelor of Physical Education degree program. A PhD is expected, and the successful candidate will be required to teach undergraduate and graduate courses in several of the following areas: curriculum development, teaching methods at the elementary and secondary level, evaluation, motor learning, growth and development, and activity courses using a conceptual approach. Salary, in accordance with the university's salary schedule, is based on qualifications and experience, and will be within the range of \$45,538 to \$53,617. Applications will be accepted until the position is filled. Review of applications will begin on February 15, 2001, and applications received before this date will be assured of consideration. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Curriculum vitae and three letters of reference should accompany all letters of application. Memorial University is the largest university in Atlantic Canada. As the province's only university, it has a long and integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Send applications to: Dr. Ralph Wheeler, Chair, Search Committee, School of Physical Education, Recreation & Athletics, Memorial University of Newfoundland, St. John's, NL Canada, A1C 5S3, Telephone: (709) 733-8884; Fax: (709) 733-9378; e-mail: [search@mun.ca](mailto:search@mun.ca). For information on Memorial University, the School of Physical Education, Recreation and Athletics, visit [www.mun.ca](http://www.mun.ca). Memorial University is committed to employment equity. **BROCK UNIVERSITY** — Department of Physical Education. The Department is seeking a scholar with a demonstrated research profile in the area of Applied Health and Physical Activity. Expertise in bioscience applications, curriculum development and/or research methods would be an asset. This position is subject to budgetary approval. Applicants with expertise in this area for a probationary/tenure-track position at the rank of Assistant or Associate Professor are invited to apply. Closing date: March 20, 2001. Applicants must have a doctorate and a demonstrated research profile. In addition, applicants should have the ability to teach at least one of the following areas: assessment and training, therapeutic programming, neuroscience applications, and/or research methods. The closing date for applications is March 20, 2001. Brock University is in the middle of a major building campaign that includes 10,000 sq. ft. of new laboratory and research space for the Department of Applied Health Sciences. Applicants must submit a letter of application, a statement of

research interests, a curriculum vitae, and three letters of reference to: Dr. Anna Lathrop, Chair, Department of Physical Education, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Email: [alathrop@brocku.ca](mailto:alathrop@brocku.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty, qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's Website at [www.brocku.ca](http://www.brocku.ca).

## PHYSICAL SCIENCE

**THE UNIVERSITY OF WINDSOR** — Department of Physical Sciences invites applications for a faculty position in the School of Physical Sciences in the area of computational solid state physics and materials science. The position commencing July 1, 2001. For details visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2576, Fax: 519 253 3098, Email: [physics@uwindsor.ca](mailto:physics@uwindsor.ca).

## PHYSICS

**THE UNIVERSITY OF NEW BRUNSWICK** — The Department of Physics invites application for two tenure stream positions as Assistant Professor starting July 1, 2001. The successful candidates will be expected to teach P10 and post-doctoral experience with a promising record of research and teaching. The department has active research programs in Space Science, Magnetic Resonance imaging, Atomic and Molecular Physics and is striving to establish its fibre optics communication and sensor systems research program with commensurate qualifications are particularly encouraged to apply, although outstanding candidates in any discipline will be considered. Salaries and credit to rank increase with previous experience and qualifications in accordance with our collective agreement. Candidates should direct inquiries and their application, including a curriculum vitae and the names of three referees, to: Dr. Jack Vandenberg, e-mail: [jvandenberg@unb.ca](mailto:jvandenberg@unb.ca), Department of Physics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3 Canada. Applications should be received by February 28, 2001. This competition is open to non-Canadian citizens and permanent residents in MBE, Health Sciences and Fibre Optics, as well as Canadians and Canadian permanent residents in all fields. The University of New Brunswick is committed to the principle of employment equity.

**UNIVERSITY OF PRINCE EDWARD ISLAND** — The Department of Physics invites applications for a tenure-track position in physics at the Assistant Professor level effective July 1, 2001, or by mutual arrangement. The successful candidate will have a PhD in physics and be committed to excellence in undergraduate teaching and research. Small class sizes, close faculty-student interaction, and student participation in research are some of the strengths of our program. Candidates must hold a PhD in Physics, show potential for successful teaching and research, and be prepared to initiate an active research program. The department is particularly inter-

ested in a theoretical physicist who would help us build upon our existing strengths and interests in the general areas of condensed matter, soft condensed matter and biological physics, nanotechnology and materials. However, the primary consideration in the selection process is excellence in teaching and research, so outstanding candidates in all areas of theoretical and experimental physics are encouraged to apply. For more information on the UPEI Physics Department visit [www.upei.ca/physics](http://www.upei.ca/physics). Applications must be received by March 31, 2001. The closing date for applications is March 9, 2001. This position is subject to final budgetary approval. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications including curriculum vitae, evidence of teaching ability, and a brief research plan should be forwarded to: Dr. Douglas G. Dally, Chair, Department of Physics, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada C1A 4P4. Telephone: (902) 566-5599, E-mail: [DAHNO@UPEI.CA](mailto:DAHNO@UPEI.CA).

## PHYSICS & ASTRONOMY

**McMASTER UNIVERSITY** — Department of Physics & Astronomy. The University of Physics & Astronomy is a tenure-track position in the Medical Physics and Applied Radiation Sciences Unit of the Department of Physics & Astronomy. The position is targeted to begin on July 1, 2001. Although some flexibility can be accommodated, candidates should possess a PhD and have demonstrated both an excellent research record and an aptitude to teach. The ideal candidate will be able to teach in the area of the fundamentals of radiation physics, and have a strong background in transport and radiation dosimetry. The candidate would be expected to contribute particularly to graduate and undergraduate programmes in Medical Physics and Health Physics, and to attract research funding and teaching research students. The successful physics research is expected to draw strength from the research and teaching colleagues associated with the McMaster Institute of Applied Radiation Sciences. Applicants should discuss how they would expect their research to prosper at McMaster, taking into account existing research strengths and opportunities. Recent recruitment by the Canada Foundation for Research, the Ontario Innovation Trust and the University itself, coupled with support from industrial partners has revitalized research in this area, enabling a new emphasis on biomedical applications. Our nuclear reactor is being refurbished and upgraded. There has also been significant investment in magnetic resonance imaging of bone and joints, neutron radiography, radiation geochronology, nuclear and radiation chemistry, and a new research facility in a new department geochronology. Existing research fields within the Medical Physics and Applied Radiation Sciences Unit include experimental and theoretical studies of photon and electron interactions, the interface problem in beta dosimetry and applications to the dosimetry of diagnostic and therapeutic radionuclides, and nuclear and atomic techniques used for body composition studies, the role of DNA damage and DNA repair processes in carcinogenesis and in the response of tumour cells to chemotherapy and chemotherapy, understanding human health risks of low-dose and low-dose rates of ionizing radiation using molecular cytogenetics and the potential of the cellular and molecular basis of photodynamic therapy, laser and light propagation in tissue for photodynamic therapy and tissue characterization. Radiation geochronology, novel methods of imaging bone architecture and joint structure non-invasively, and structural analysis of imaging, particularly for neurological, cardiac and neuroscience studies. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities, and women. Applications, including a statement of research interests and letters from three referees should be sent to: March 21, 2001 to Dr. D.R. Chettle, Medical Physics and Applied Radiation Sciences Unit, Department of Physics & Astronomy, McMaster University, Hamilton, Ontario, L8S 4K1, Canada. Telephone: (905) 525-9140 ext. 27340, Fax: (905) 528-4339, e-mail: [chettle@mcmaster.ca](mailto:chettle@mcmaster.ca).

**UNIVERSITY OF ALBERTA** — Department of Physics and Astronomy and TRIUMF. Applications are invited by the Department of Physics and Astronomy at the University of Alberta for the R.M. Pease Chair. The position is funded jointly with TRIUMF, Canada's national laboratory for particle and nuclear physics. We are seeking a physicist with an outstanding record of achievement in Experimental Subatomic Particle Physics who will actively participate and provide leadership and direction for the subatomic physics programme at Victoria and TRIUMF. The successful candidate will be eligible for tenure in one of the senior professorial ranks at the University, will have reduced teaching responsibilities and will be expected to supervise graduate students. The Department of Physics and Astronomy consists of approximately 17 faculty members, and is primarily in the research areas of particle physics, astrophysics and astrophysics and ocean physics. In addition to a very successful and productive research programme, the department's particle physics group has an ongoing participation in the CERN ATLAS experiment, the Superconducting Supercollider (SSC) experiment, and the BABAR experiment at SLAC. The University of Alberta is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. We strongly encourage all qualified persons to apply, regardless of citizenship or residence status. In accordance with Canadian immigration requirements, Canadian Citizens and permanent residents will be given first consideration. Applications, including a curriculum vitae, publication list, statement of research interests, and future research interests, and the names and addresses of at least three referees, should be sent to: Dr. D. R. Chettle, Department of Physics and Astronomy, University of Alberta, P.O. Box 3055 STN. CMC, University, BC V8T 3P6, Canada. For further information, contact Dr. P. Higgs, Department of Physics, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. Phone: (780) 271-7698. Our web page is [www.physics.ualberta.ca](http://www.physics.ualberta.ca). Applications will be accepted until the position is filled, and will be assured of full consideration if received by 31 May 2001.



## Simon Fraser University Health Research & Education

Simon Fraser University is widely regarded as one of Canada's best and most innovative universities. It is committed to excellence in research, teaching and community outreach, and recruits outstanding faculty, staff and students to fulfill that commitment. Simon Fraser University has approximately 21,000 undergraduate and graduate students, 750 faculty and 2,000 administrative, technical, professional, teaching and other support staff and is located in metropolitan Vancouver, B.C.

Reporting to the Vice President, Academic, the Director of the Institute for Health Research and Education is responsible for the development of Simon Fraser University's new and exciting initiative in Health Research. The Institute will promote, stimulate and nourish research collaborations that bridge five broad health sectors: (a) basic biomedical science, (b) clinical interfaces, (c) health services and systems, (d) social, cultural and the health of populations, and (e) technology and health. The Institute is also charged with the development of innovative graduate and professional programming in health. At present more than 95 faculty members at SFU have become members.

The Director will play a major role in developing the Institute, aided by two Associate Directors, one for Basic Biomedical and Clinical Health, and the other for Social, Cultural and Population Health. An informal Steering Committee with representatives from each of the five health sectors and an external Advisory Council will work with the Director and Associate Directors to lead the Institute to national and international prominence.

The successful candidate for this senior academic administrative position will have an outstanding record of leadership, particularly within an interdisciplinary research environment, demonstrate excellence in research and teaching, have proven experience in developing university-community partnerships, and possess superior communication and interpersonal skills. The successful candidate will also have significant administrative experience, a record of innovation in developing educational programs, and extensive knowledge of health research activity (within universities and within the public and private sector), funding agencies, as well as community health organizations within Canada. Finally, a demonstrated ability to work with other members of the university, government and the communities to attract funding for research and development is essential.

For further information on the Institute for Health Research and Education, please see [www.sfu.ca/vpacademic/reports/health/index.html](http://www.sfu.ca/vpacademic/reports/health/index.html).

Applications, including a curriculum vitae, and the names of at least three referees, should be submitted in confidence to:

Dr. John Waterhouse  
Vice President, Academic and Chair  
Search Committee for Director of the  
Institute for Health Research and Education  
Simon Fraser University  
8888 University Drive  
Burnaby, B.C. Canada V5A 1S6  
Email: [jhw@sfu.ca](mailto:jhw@sfu.ca)

The Search Committee will begin considering applications on March 15th, 2001.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. We encourage both Canadian and international applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

## University of Ottawa

### DIRECTOR — SCHOOL OF INFORMATION TECHNOLOGY & ENGINEERING (SITE)

The Faculty of Engineering is seeking applications for the position of Director of the School of Information Technology and Engineering (SITE). SITE was created in 1997 within the Faculty of Engineering through the merger of the Department of Electrical and Computer Engineering and the Department of Computer Science as a unique unit in Canadian academia.

With 51 full-time faculty members, 1895 undergraduate students, and 283 graduate students, SITE is the University of Ottawa's centre for leading-edge education, and research in information technology. It now offers programs in computer engineering, computer science, electrical engineering and software engineering. SITE expects continued growth over the next few years to close to 80 professors.

We are seeking dynamic candidates who have the academic excellence and leadership skills necessary to further enhance the excellence of the Schools building on its current strengths in research, teaching and industry collaborations. The School is ideally located in the heart of Canada's high technology. The potential for collaboration with industry, government research laboratories and the entrepreneurship environment in the Ottawa area positions the School for leadership in the Information Technology field on a national basis. The University of Ottawa has identified Information Technology as one of its four strategic areas and is committed to solid investment in the future growth of the School. A new 150,000 sq. ft. building is well on the way to completion to accommodate the growth in IT programs. The building was financed through various investments from industry and three Government of Ontario programs: Access to Opportunities Program, Ontario Research and Development Challenge Fund and Ontario Innovation Trust. The School raised over 27 million dollars in industry donations to support the expansion in IT programs. Researchers won numerous Canada Foundation for Innovation awards and regular recognition nationally and internationally.

The Director of SITE reports directly to the Dean of Engineering on matters related to the supervision and administration of academic programs, budget and all activities of the School. Candidates must have an earned doctorate in one of SITE's program areas offered by the School. Relevant research and teaching experience, the ability to operate in both French and English, and professional engineering registration (or eligibility for it) will be assets. The appointment which will be at the rank of Full Professor, will take effect on July 1, 2001 or as soon as possible thereafter.

Letters of application accompanied by a curriculum vitae, a description of research interests, teaching record, industrial collaborations and administrative experience, and the names of three referees should be directed by Friday, March 30, 2001 to: Dr. Tysser Aboulmar, P. Eng., Dean, Faculty of Engineering, University of Ottawa, 181 Louis Pasteur (A306), Ottawa, Ontario, K1N 6N5. Tel: (613) 562-5124; Fax: (613) 562-5174; E-mail: [campeau@eng.ottawa.ca](mailto:campeau@eng.ottawa.ca).

In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Equity is a University policy. The University strongly encourages applications from women.

## Université d'Ottawa

### DIRECTEUR — ÉCOLE D'INGÉNIERIE ET DE TECHNOLOGIE DE L'INFORMATION (EITI)

La Faculté de génie est à la recherche de candidats et de candidates pour le poste de Directeur de l'École d'ingénierie et de technologie de l'information (EITI). L'École (EITI) fut créée au sein de la Faculté de génie il y a trois ans, suite à la fusion du département de génie électrique et génie informatique et du département de génie informatique. Avec plus de 51 professeurs à temps plein, 1895 étudiants de 1<sup>er</sup> cycle, et 283 étudiants de 2<sup>e</sup> et 3<sup>e</sup> cycle, l'EITI se veut le centre par excellence de l'Université d'Ottawa pour la formation en technologie de l'information. L'EITI offre présentement les programmes suivants: génie informatique, génie électrique, sciences informatiques, génie du logiciel et génie des systèmes, et une option en systèmes d'information et de gestion. Une croissance dynamique et soutenue atteignant 80 professeurs est prévue au sein de l'EITI au cours des prochaines années. Idéalement, l'EITI est située au cœur de la haute technologie. L'Université d'Ottawa a identifié la technologie de l'information étant l'un de ses quatre domaines d'importance stratégique et elle s'engage solidement à investir dans la croissance future de l'École. Un nouvel édifice de 150,000 p.c.a. est présentement en construction afin d'accueillir la croissance de nos programmes en technologie de l'information. L'édifice fut financé grâce aux sommes investies par l'industrie et par le gouvernement de l'Ontario (programme d'accès aux perspectives d'avenir, fonds ontariens d'encouragement à la recherche et au développement et fonds ontariens pour l'innovation). Aussi, l'École a recueilli plus de 27 millions de dollars en dons venant de l'industrie afin de subvenir à la croissance dans les programmes de technologie de l'information. Nos chercheurs se sont mérités de nombreuses subventions de la Fondation Canadienne pour l'Innovation et aussi, sont régulièrement reconnus sur le plan national et international pour leur excellence en recherche.

Le Directeur de l'EITI se rapporte directement à la doyenne de la Faculté de génie pour ce qui a trait à l'administration des programmes d'enseignement et de recherche, les budgets, et toutes autres activités de l'École. Nous sommes à la recherche de candidats et de candidates dynamiques qui possèdent une expérience pertinente en recherche, en enseignement, et en gestion. Les candidats et candidates doivent posséder un doctorat dans l'une des disciplines de génie et avoir une expérience pertinente en recherche et en gestion. La nomination sera au rang de professeur titulaire à compter du 1<sup>er</sup> juillet 2001 ou le plus tôt possible après cette date. Les demandes accompagnées d'un curriculum vitae, d'une description des champs de recherche et des responsabilités administratives, et des noms de trois référents doivent être adressés avant le vendredi 30 mars 2001 à: Mme Tysser Aboulmar, Ing., doyenne, Faculté de génie, Université d'Ottawa, 181 rue Louis-Pasteur (Pièce A-306), Ottawa, Ontario K1N 6N5. Tél: (613) 562-5175; Téléc: (613) 562-5174; courrier électronique: [campeau@genie.uto.ottawa.ca](mailto:campeau@genie.uto.ottawa.ca).

Conformément aux exigences du Service canadien de l'immigration, cette annonce s'adresse d'abord aux citoyens canadiens ou aux résidents permanents. L'Université encourage les personnes de tous les milieux à postuler. Les femmes sont fortement encouragées à postuler.



# CAREERS CARRIÈRES

## POLITICAL SCIENCE

**UNIVERSITY OF VICTORIA** — The Department of Political Science invites applications for two senior positions in the fall of 2000 and Spring of 2002. The Department has 4 undergraduate courses in Comparative Asian Politics and 6 undergraduate courses in Political Theory and International Relations/Government. Applicants should have a completed PhD and be ABD and they should have teaching experience. The salary is based on a fixed scale. These positions are subject to final budgetary approval. The Department is strongly committed to excellence and equity and to a diversity of approaches. The University of Victoria is an equal opportunity employer and encourages applications from persons with disabilities, visible minorities and Aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified candidates are encouraged to apply. The closing date for applications is May 17, 2001. Applications, including a curriculum vitae, should be sent to Professor James Tully, Chair, Department of Political Science, University of Victoria, P.O. Box 3800, STN CSC, Victoria, B.C. V8W 3P8, or j.tully@uvic.ca. Applicants should send three references to send letters of reference to the Chair.

**CONCORDIA UNIVERSITY** — Faculty of Arts of Science, has up to six limited term appointments available to teach introductory courses in Political Science. Please see our full-page display ad in this issue.

**CARLETON UNIVERSITY** — The Department of Political Science, subject to budgetary approval, the Department of Political Science is accepting applications for a two-year term appointment at the rank of assistant professor effective July 1, 2001. The successful candidate will demonstrate expertise in International Relations with a specialization in Conflict and Peace Studies. Applicants must have a completed PhD and a commitment to effective teaching and research. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of opportunity for women, men, persons with disabilities, visible minorities, and persons with disabilities. Persons from all groups are encouraged to apply. Applications, including curriculum vitae, and the names of at least three referees, should be made by February 15, 2001, to Dr. Glen Wilton, Professor and Chair, Department of Political Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6.

## POLITICS & ECONOMICS

**ROYAL MILITARY COLLEGE** — The Department of Politics and Economics invites applications for a tenure-track position at the level of Full or Associate Professor. The required qualifications are a PhD or its equivalent, considerable teaching experience in Political Science, preferably Public Administration, and a strong record of publications, particularly in the field of Defence Management & Policy. The successful candidate should be prepared to assume the role of Master's programme co-ordinator in Defence Management & Policy, to give advanced courses in that programme and to teach undergraduate courses. The successful candidate will also be prepared to fully participate in the administrative activities of the College. This is a full-time position, which requires excellent oral, written, and interpersonal communication skills in both official languages (linguistic profile: PPPP). Only those candidates whose teaching and research interests, in English or French, match those of the College and who apply for this position may be considered for appointment. The salary range is \$52,948 to \$91,001, and for Associate Professors it is \$52,948 to \$74,352, plus 1997/2000. Entry at the level of Full or Associate Professor and starting salary will be set in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including sample publications and three letters of reference to Dr. Philippe Constantineau, A/Head, Department of Politics and Economics, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-6000, ext. 6423, Fax: (613) 541-6733. Email: constantineau@pmc.ca. The expected starting date for the position is 1 July 2001. The closing date for applications is 15 March 2001. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign education credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicc.ca/cicci/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

**COLLEGE MILITAIRE ROYAL DU CANADA** — Département de Science Politique et Économique. Le département de science politique et d'économie du Collège militaire royal du Canada cherche à combler un poste permanent au rang de professeur titulaire ou adjoint(e). Les qualifications requises sont un doctorat (PhD) en science politique ou équivalent, une longue expérience d'enseignement en science politique, surtout de l'administration militaire, et un dossier de publications, particulièrement dans le domaine de la politique et de l'administration de la défense. La personne choisie devra pouvoir assurer la coordination d'un programme de maîtrise en politique et d'administration de la défense, donner des cours avancés ou diriger des séminaires faisant partie de ce programme de maîtrise, et des cours de premier cycle. Enfin, il est attendu qu'elle participera pleinement aux tâches administratives du Collège. Ce poste bilingue requiert l'habileté de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique: PPPPP). Seuls les candidats dont les intérêts de recherche et d'enseignement, en anglais ou en français, correspondent à ceux du Collège et qui s'adressent à ce poste peuvent être considérés pour une nomination. La gamme des salaires est de \$52 948 à \$91 001, et pour les professeurs adjoints, de \$52 948 à \$74 352, plus 1997/2000. L'embauche au rang de professeur titulaire ou adjoint(e) et le salaire seront offerts en fonction de l'expérience et des qualifications du (de la) candidat(e). La personne nommée aura une période probatoire de trois ans. Un curriculum vitae, accompagné de quelques lettres de recommandation, doit être envoyé à Monsieur

Philippe Constantineau, Directeur intérimaire, Département de science politique et d'économie, Collège militaire royal du Canada, C.P. 17000, Station Forces, Kingston, ON K7K 7B4, Tel: (613) 541-6000, poste 6423, Fax: (613) 541-6733. Courriel électronique: constantineau@pmc.ca. La date limite d'acceptation est le 15 juillet 2001. La date limite d'acceptation des candidatures est fixée au 15 mars 2001. Seuls les candidats du Canada ou du Québec sont admissibles à la fonction publique. La préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent fournir un diplôme équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cicc.ca/cicci/>. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes.

## PSYCHOLOGY

**CONCORDIA UNIVERSITY** — Department of Psychology invites applications for a tenure-track position in Psychology, in the area of Aging and Health. The appointment will normally be made at the Assistant Professor level. Applications are welcome from candidates in all areas of Adult Aging and Health, including risk and protective factors, stress and coping, mental health, and social and cognitive competency. Applicants should have a dedication to scholarship, a commitment to teaching, and the ability to build and maintain a high-quality research program, interact well with colleagues and students, and contribute to undergraduate and graduate training. This position is a partnership appointment sponsored by the Canadian Institutes of Health Research and will be associated with our Centre for Research in Human Development (CRHD). Researchers at the Centre focus on a broad range of topics in developmental science across the life-course, including both normal and at-risk populations. The Centre provides a stimulating research environment with excellent laboratory facilities and equipment. We are looking to expand our research group in adult development and aging, which currently includes five tenured and tenure-track faculty members. To apply, please send a letter of intent, curriculum vitae, a statement of teaching and research objectives, copies of recent publications, and at least three letters of reference to Dr. Anne Chakelton, Chair, Department of Psychology, Concordia University, 1455 Avenue du Parc, Montreal QC, Canada H3B 1R6. Review of applications will begin as they are received and continue until the position has been filled. For further information please contact the University and the Department of Psychology. Faculty will see us on the web at <http://www.psychology.concordia.ca>. This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadian citizens. Under current Canadian immigration policy, this position is open to all persons who are committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

**McMASTER UNIVERSITY** — The Department of Psychology has two tenure-track Assistant Professor positions to commence July 1, 2001. We are seeking two faculty members with research programs centered on social and/or emotional processes who complement our research strengths in development and neuroendocrinology, in English or French. Only those candidates whose teaching and research interests, in English or French, match those of the Department and who apply for this position may be considered for appointment. The salary range is \$52,948 to \$91,001, and for Associate Professors it is \$52,948 to \$74,352, plus 1997/2000. Entry at the level of Full or Associate Professor and starting salary will be set in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including sample publications and three letters of reference to Dr. Philippe Constantineau, A/Head, Department of Politics and Economics, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-6000, ext. 6423, Fax: (613) 541-6733. Email: constantineau@pmc.ca. The expected starting date for the position is 1 July 2001. The closing date for applications is 15 March 2001. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign education credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicc.ca/cicci/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

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on socio-emotional behaviour would be preferred but a social-cognitive or neuropsychological perspective would also be of interest. Position 1: Individuals whose research concerns the neural basis of emotional regulation would be preferred but applicants with an interest in cognitive development, developmental psychology or developmental neuropsychology are also encouraged to apply. The Department of Psychology at McMaster University has a rich tradition in experimental psychology and is strong in the areas of perception, cognition, neuroscience, development, and animal behaviour (various models of neuropsychology). Candidates should have a PhD, a strong record of research in their area, and excellent teaching skills. Applicants should send a curriculum vitae, statement of research and a copy of published work to: Dr. Klaus Schmidt, Chair, Search Committee, McMaster University, Department of Psychology, 1280 Main Street West, Hamilton, Ontario, L8S 4L1, Canada. They should also arrange to have three letters of recommendation sent to Dr. Schmidt. Review of applications will begin immediately and continue until the positions are filled. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates including members of visible minorities, aboriginal peoples, persons with disabilities, and women.

**UNIVERSITY OF SASKATCHEWAN** — Clinical Psychology. Applications are being accepted for a tenure-track position in clinical psychology at the Assistant Professor rank effective July 1, 2001. Applicants with research interests in any area of clinical psychology are invited to apply. Particular interest is given to research in research experience in marital or family therapy or group therapy. Requirements for the position include PhD in clinical psychology, a strong research record, evidence of effectiveness in teaching and supervision, completion of an internship, and eligibility for registration as a psychologist in Saskatchewan. Applicants with specialization in marital or family therapy who have a doctoral degree in other disciplines will also be considered. The Department's doctoral program in clinical psychology is a semester-practitioner program and is fully accredited by the Canadian and American Psychological Associations. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. People of aboriginal descent, members of visible minorities, people with disabilities, and women, are invited to identify themselves as members of these designated groups on their applications. In accordance with immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Other qualified applicants will also be considered. Please send a curriculum vitae, a statement of research and teaching interests, and letters of reference to L. McKelvey, Head, Dept. of Psychology, University of Saskatchewan, Saskatoon, SK S0N 0A0. The deadline for applications is March 15, 2001.

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ing. We have a strong commitment to research in human development, aging, and traumatic brain injury and to the use of electrophysiology, EEG, and imaging, as well as behavioural, neuropsychological, and neuropsychological and histological techniques. The ideal applicant would combine electrophysiology and other neuropsychological research strategies with behavioural measures to better understand aspects of human social and/or cognitive development, particularly with respect to the mechanisms of arousal, emotion, and emotional control, and still strong candidates with comparable areas of specialization would be considered. The Department has facilities for interdisciplinary research through its links with related academic departments and is launching a new PhD program. Applicants at the Assistant or Associate Professor level should have a record of significant, programmatic, externally funded research productivity and have a demonstrated aptitude for interdisciplinary and graduate teaching. The provisions of the Canada Research Chair program allow for excellent salary and research support. Applicants are encouraged to send a positive action policy aimed at reducing gender imbalance in faculty qualified women and men candidates are equally encouraged to apply. Applications should be sent to Dr. D. A. Wilson, Chair, Department of Psychology, University of New Brunswick, P.O. Box 5020, Saint John, N.B. E2L 4A5. Inquiries about the position should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca). Applications should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca). Applications should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca). Applications should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca).

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## McMaster University Tenure-Track Appointment Medical Physics & Applied Radiation Sciences

McMaster University invites applications for a tenure-track appointment in the Medical Physics and Applied Radiation Sciences Unit of the Department of Physics & Astronomy. The position is targeted to begin on 1st July, 2001, although some flexibility can be accommodated. Candidates should possess a PhD and have demonstrated both an excellent research record and an aptitude to teach. The ideal candidate will be able to teach in the area of the fundamentals of radiation physics, with particular emphasis on radiation transport and radiation dosimetry. She/he would be expected to contribute particularly to graduate and undergraduate programmes in Medical Physics and Health Physics through teaching, attracting research funding and mentoring research students. The successful candidate's research is expected to draw strength from facilities, personnel and colleagues associated with the McMaster Institute of Applied Radiation Sciences. Applicants should describe how they would expect their research to prosper at McMaster, taking into account existing research strengths and opportunities. Recent investment by the Canada Foundation for Innovation, the Ontario Innovation Trust and the University itself, coupled with support from industrial partners has revitalized our accelerator laboratory, enabling a renewed focus on biomedical applications. Our nuclear reactor is being refurbished and upgraded. There has also been significant investment in magnetic resonance imaging of bone and joints, neutron radiography, radiation geochronology, nuclear and radiation chemistry, remote sensing and medical applications of isotope geochemistry. Existing research fields within the Medical Physics and Applied Radiation Sciences Unit include experimental and theoretical dosimetry of photons and electrons, the interface problem in beta dosimetry and applications to the dosimetry of diagnostic and brachytherapy radioisotopes; and nuclear and atomic techniques used for body composition studies; the role of DNA damage and DNA repair processes in carcinogenesis and in the response of tumour cells to radiotherapy and chemotherapy; understanding human health risks of low doses and low dose rates of ionizing radiation using molecular cytogenetics and microbeams in combination; the cellular and molecular basis of photodynamic therapy; laser and light propagation in tissue for photodynamic therapy and tissue characterization; radiation geochronology, novel methods of imaging bone architecture and joint structure non-invasively; and structural and functional imaging, particularly for neurological, cardiac and neuroscience studies. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

Applications, including a statement of research interests and letters from three referees should be sent by March 31st, 2001 to Dr. R.R. Chetty, Medical Physics and Applied Radiation Sciences Unit, Department of Physics & Astronomy, McMaster University, Hamilton, Ontario, L8S 4K1, Canada. Telephone (1) 905 525 9140 ext 27340, FAX (1) 905 525 4339, e-mail: [chetty@mcmaster.ca](mailto:chetty@mcmaster.ca).

**THE UNIVERSITY OF NEW BRUNSWICK** — SAINT JOHN — The Department of Psychology is making applications for an eight-month term appointment at the level of Assistant Professor, commencing September 1, 2001. Applicants with expertise in either Cognitive Psychology or History of Psychology will receive preference, but consideration will also be given to those individuals who are capable of offering courses in Social Psychology. The teaching of one or more sections of Introductory Psychology during each term will also be required. The position is subject to budgetary approval. A PhD is preferred, but those in the final stages of a PhD program may apply. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. A. Wilson, Chair, Department of Psychology, University of New Brunswick, P.O. Box 5020, Saint John, N.B. E2L 4A5. Inquiries about the position should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca). Applications should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca). Applications should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca).

**THE UNIVERSITY OF SASKATCHEWAN** — Clinical Psychology. Applications are being accepted for a tenure-track position in clinical psychology at the Assistant Professor rank effective July 1, 2001. Applicants with research interests in any area of clinical psychology are invited to apply. Particular interest is given to research in research experience in marital or family therapy or group therapy. Requirements for the position include PhD in clinical psychology, a strong research record, evidence of effectiveness in teaching and supervision, completion of an internship, and eligibility for registration as a psychologist in Saskatchewan. Applicants with specialization in marital or family therapy who have a doctoral degree in other disciplines will also be considered. The Department's doctoral program in clinical psychology is a semester-practitioner program and is fully accredited by the Canadian and American Psychological Associations. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. People of aboriginal descent, members of visible minorities, people with disabilities, and women, are invited to identify themselves as members of these designated groups on their applications. In accordance with immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Other qualified applicants will also be considered. Please send a curriculum vitae, a statement of research and teaching interests, and letters of reference to L. McKelvey, Head, Dept. of Psychology, University of Saskatchewan, Saskatoon, SK S0N 0A0. The deadline for applications is March 15, 2001.

**CONCORDIA UNIVERSITY** — Faculty of Arts of Science, has up to six limited term appointments available to teach introductory courses in Political Science. Please see our full-page display ad in this issue.

**McMASTER UNIVERSITY** — The Department of Psychology. The University seeks applicants for a Canada Research Chair in Behavioral Neuroscience. The deadline for applications is March 31, 2001, with an anticipated start date of September 1, 2001. Our current strengths are in the areas of memory, sleep, circadian rhythms, and neural control of emotional vocalization, and student-

**THE UNIVERSITY OF NEW BRUNSWICK** — SAINT JOHN — The Department of Psychology is making applications for an eight-month term appointment at the level of Assistant Professor, commencing September 1, 2001. Applicants with expertise in either Cognitive Psychology or History of Psychology will receive preference, but consideration will also be given to those individuals who are capable of offering courses in Social Psychology. The teaching of one or more sections of Introductory Psychology during each term will also be required. The position is subject to budgetary approval. A PhD is preferred, but those in the final stages of a PhD program may apply. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. A. Wilson, Chair, Department of Psychology, University of New Brunswick, P.O. Box 5020, Saint John, N.B. E2L 4A5. Inquiries about the position should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca). Applications should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca). Applications should be sent to Dr. Wilson at the following email address, [awilson@unb.ca](mailto:awilson@unb.ca).

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# CAREERS CARRIÈRES

directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

**WILFRID LAURIER UNIVERSITY - The Department of Sociology and Anthropology** invites applications for a limited-term appointment in sociology at the rank of Assistant Professor commencing July 1, 2001, subject to budgetary approval. A PhD is required. The successful applicant will be a specialist in the sociology of crime, and should also be prepared to teach courses in qualitative methods. Applicants should send a letter, a full curriculum vitae including the names of three referees, any available teaching evaluations and a sample publication by March 31, 2001, to Dr. Andrew Lynn, Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

**WILFRID LAURIER UNIVERSITY - The Department of Sociology and Anthropology** invites applications for a limited-term, leave replacement position in social anthropology for the academic year, 2001-2002, subject to budgetary approval. A PhD is required. We are looking for individuals who can teach courses in the history of anthropological theory and the social anthropology of Sub-Saharan Africa. Applicants should send a letter and a full curriculum vitae, including the names of three referees by March 31, 2001, to Dr. Andrew Lynn, Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

**ALGOMA UNIVERSITY - College of Arts and Sciences** invites applications for a tenure-track position in the Department of Sociology and Anthropology. The assistant professor level, effective July 1, 2001, is available. The successful candidate must have a PhD and must be able to teach a broad range of courses including sociological theory, demographic analysis, and the sociology of labour. Knowledge and understanding of Aboriginal issues will be an asset. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

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**UNIVERSITY COLLEGE OF CAPE BRETON - Department of Sociocultural Anthropology, or Sociology (#5000122)** invites applications for a probationary tenure track (subject to budgetary approval) Sociocultural Anthropology or Sociology position at the rank of Assistant Professor to commence July 1, 2001. Successful candidate will teach a variety of courses in Sociocultural Anthropology and Sociology at the introductory level and upper level undergraduate courses in Anthropology and Sociology along with research and community work. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT).

Applications must have a PhD and must be able to teach a broad range of courses including sociological theory, demographic analysis, and the sociology of labour. Knowledge and understanding of Aboriginal issues will be an asset. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

R37 2N2, tel. 204-474-9836; fax 204-474-7621, e-mail: smiley.cheng@mun.ca. In addition, please arrange to have three letters of reference (at least one letter should comment on the applicant's teaching ability) sent directly to the Chair of the Search Committee.

## URBAN STUDIES

**CONCORDIA UNIVERSITY - Faculty of Arts and Science** has one limited-term appointment available in Urban Studies. Please see our full-page advertisement in this issue.

**THE UNIVERSITY OF WINNIPEG - Canada Research Chairs** The University of Winnipeg has designated two Tier 1 Canada Research Chairs in the areas of Urban Change and Adaptation and Aboriginal Peoples in an Urban and Regional Context. The University will be seeking exceptional candidates for these internationally positions and invites applications and nominations. Additional information on each position can be found at <http://www.winipeg.ca/csr/>. Candidates are expected to have vibrant ongoing research programs and an excellent record of research productivity consistent with obtaining these Canada Research Chair awards. It is expected that the positions will be filled over the next academic year. Nominations/applications must include a curriculum vitae and a statement of research objectives and teaching interests. Nominations/applications should be forwarded to: Dr. George Tomlinson, Vice-President (Academic), University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3C 1Z7. Candidates are requested to arrange for three letters to be submitted directly to the above named individual. Review of nominations/applications will commence 15 February 2001 and will continue until the positions have been filled. The University of Winnipeg is committed to employment equity and welcomes applications from all qualified individuals.

## VISUAL COMMUNICATION

**THE NEW SCOTIA COLLEGE OF ART AND DESIGN** invites applications for a Regular Full-Time Appointment at the rank of Assistant Professor, rank of Associate Professor, in the Design Division. Subject to budgetary and final approval of the Board of Governors, this is a three-year appointment commencing July 1, 2001, effective July 1, 2001. The successful candidate will be responsible for teaching and supervising students in the field of Visual Communication Design. The professor of visual communication is profoundly affected by new methods and channels of communication. The traditional boundaries of the printed page have expanded to embrace digital multimedia environments, including graphic user interface, interactive information and design systems. Our goal is to prepare the student to act as an inquiring, thinking, and creative visual communication, responsive to culture and society. Design students are encouraged to

undertand and develop diverse strategies appropriate to the needs of visual communication. The successful applicant will have knowledge in the areas of information, typography and graphic design, supervise student projects on both undergraduate and graduate levels. She will participate in curriculum development and be expected to contribute to the program at all levels. The successful candidate will have background experience in the field of visual communication design with expertise in both digital and print applications. Qualified applicants will have a graduate degree in design and related professional work experience. Post-secondary teaching experience will be considered an asset. Salary paid will be dependent upon qualifications and according to the Faculty Salary Grid. This notice is directed to Canadian citizens and permanent residents of Canada. Recruitment and hiring practices are in accordance with Article 6.1 of the Collective Agreement between the Faculty Union and the Board of Governors which is committed to non-discrimination. Applications should include a current curriculum vitae, documentation of current work, statement of teaching philosophy, and the names and addresses of three referees. Please direct applications to: Dr. Kevin G. Gieseler, Head, Visual Communication (Academic), 5153 Quik Street, Halifax, NS B3J 3J6; fax: (902) 425-4664. Review of applications will begin March 15, 2001.

**THE UNIVERSITY OF ALBERTA - The Department of Art and Design** invites applications for two tenure track positions at the level of Assistant Professor in Visual Communication Design. The successful applicant will be responsible for teaching and supervising students in the field of Visual Communication Design. The professor of visual communication is profoundly affected by new methods and channels of communication. The traditional boundaries of the printed page have expanded to embrace digital multimedia environments, including graphic user interface, interactive information and design systems. Our goal is to prepare the student to act as an inquiring, thinking, and creative visual communication, responsive to culture and society. Design students are encouraged to

with an interest in the use of communication design for public service in an area the Department of Art and Design is known for and will continue to develop. In many media and its use to foster positive values in contributions to the common good. In addition, the successful design will be prepared to engage in interdisciplinary research in the Humanities and/or Social Sciences. Position 2: Assistant Professor, New Technologies-Based Design. We are looking for a designer with experience and interest in interaction design in the computer environment. The emphasis of this position is on the use of technology for the production either of digital communications or as a medium in itself. The person will teach undergraduate Vis. Com. Design courses and has the skills to teach complex software concepts at applied levels. As a researcher and supervisor of graduate students, the new faculty member will be able to deal with educational technology, distance learning, and computer programming as applied to web technology hardware and software. Professional interaction with educational technologists and computer scientists and participation in team research with these specialists is a high priority for this position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications for the two positions must include a letter of application stating the applicant's suitability for the position, a current CV, three letters of reference, evidence of teaching ability, a portfolio of twenty pieces of work in slides or electronic form, including a concise explanation of each project, two samples of publications or conference papers, a proposed program of research, and a curriculum plan outlining undergraduate and graduate courses in the area of expertise. Applications and supporting materials should be sent to: Dr. Jenise Sykes, Chair, Department of Art and Design, 3-85 Fine Arts Building, University of Alberta, Edmonton, Alberta T6G 2G6; fax: (780) 492-7870, e-mail: [jensys@ualberta.ca](mailto:jensys@ualberta.ca) or [designe@ualberta.ca](mailto:designe@ualberta.ca). Deadline for applications is March 1, 2001. Interviews of short-listed applicants will take place at the end of March. For visual communication design program inquiries please contact Prof. Jorge Rodriguez, [jrodriguez@ualberta.ca](mailto:jrodriguez@ualberta.ca). The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

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## ACCOMMODATIONS

**TORONTO - Sabbatical Rental:** Furnished 4-bedroom house, North Toronto. Close to subway, schools (fr. French immersion), shopping, Glendon College, York U. of Toronto. Available July 1/2001 for up to 14 months (negotiable). \$2800/month plus utilities (416) 482-7125, [eswilknyorku.ca](mailto:eswilknyorku.ca).

**EDINBURGH, SCOTLAND - fully furnished 3-bedroom flat for rent from September 2001 to June 2002. Centrally located (New Town). All modern including central heating, washing machine, and dishwasher. Outdoor welcome. Call Kathryn O'Hara or Stephen Brown (0035 741 5122 or 0035 748 123/1237) Trent University Email "kchick@trentu.ca" or "sbrown@trentu.ca".**

**FRANCE - Elegant village house:** 3 bedrooms, study, 10 min to Mimes and Montpellier. Fully equipped. Sep 1st 2001 - June 30th 2002. \$1000 per month (514) 487 2312; [edl@anv2.com](mailto:edl@anv2.com).

**OTTAWA - Sabbatical rental, large home, walking distance to Carleton, U. Ottawa, and downtown Ottawa, available July 1, 2001 to June 30, 2002, great for family or couple. \$1,750 per month. Contact: [radwin@bushna.ca](mailto:radwin@bushna.ca).**

**EDUCATORS' B&B TRAVEL NETWORK:** Serving educators since 1986. \$2 a night for two for 5,000 members in 52 countries in this executive travel network for educators. Housing also available. See our complete membership directory and join on line at [www.educatorsnet.com](http://www.educatorsnet.com). Write or call for free brochure BS 5279. Eugene, OR 97403; (800) 373-3489.

**FRANCE - sabbatical holiday rental - historical center, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks) Lit 1,500,000 + tax; weekly 800,000 (two people) all in. Specify: PH 49 035 245 733. Fax: 49 035 245 6266.**

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## Various Faculty Positions Department of Pediatrics

The Department of Pediatrics, McGill University and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) seeks applicants for the following Faculty at the rank of Assistant, Associate or Full Professor based on the applicant's qualifications and experience:

- **Pediatric Gastroenterology**  
Director and Staff Physicians
- **Pediatric Hematology-Oncology**  
Staff Physicians and Core Research Chair
- **Pediatric Infectious Diseases**  
Director
- **Pediatric Medical Emergency**  
Staff Physicians
- **Pediatric Respiratory Medicine**  
Director and Staff Physicians
- **Medical and Biochemical Genetics**  
Director of Division, Director of Biochemical Genetics Service, and Staff Physicians
- **Newborn Medicine**  
Staff Physicians at Royal Victoria, Jewish General and Montreal Children's Hospitals sites
- **Medical Scientist**  
MD or PhD in Developmental Biology
- **Developmental and Behavioral Pediatrics**  
Staff Physician

Director candidates must have demonstrated strong leadership skills in research and teaching. All successful candidates should be physician-scientists or basic scientists with an established record of accomplishment in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute. Remuneration of the successful candidate will be based on individual qualifications. Candidates would benefit from a working knowledge of both official languages.

Applicants should send a statement of interest, C.V., names of three references, and an e-mail address prior to March 20, 2001 to:

**Dr. Harvey Guayda, Chair**  
Department of Pediatrics  
The Montreal Children's Hospital  
Room C-414, 2300 Tupper St.  
Montreal, QC H3H 1P3  
E-mail: [harvey.guayda@mcuhc.mcgill.ca](mailto:harvey.guayda@mcuhc.mcgill.ca)  
Telephone: 514-934-4467  
Fax: 514-989-3751

Knowledge of both official languages will be an asset. "Les candidats/les tirent avantage d'une connaissance des deux langues officielles". In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment.

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## Simon Fraser University Assistant Professor Plant Physiology

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Plant Physiology. The appointment will be made at the Assistant Professor level with a start date on or after September 1, 2001. Any area of modern Plant Physiology is of interest. Candidates who use cellular approaches to study fundamental processes in the area of plant physiology are especially encouraged to apply. The successful candidate will pursue a vigorous, externally funded research program that includes the training of graduate students. She or he also will be expected to teach undergraduate courses in plant physiology and to contribute to the teaching of an introductory cell biology/biochemistry course. A PhD degree is required, and appropriate post-doctoral experience is preferred.

Applicants should send, no later than **March 15, 2001**, a Curriculum Vitae, representative papers, a one-page summary of their research objectives, and three letters of reference to:

**Dr. Norbert H. Haunerland, Chair**  
Department of Biological Sciences  
Simon Fraser University  
8888 University Blvd.  
Burnaby, B.C. V5A 1S6, Canada  
Fax: 604-291-4312

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval. Simon Fraser University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Further information about the Department can be found on the World Wide Web at [www.sfu.ca/biology/](http://www.sfu.ca/biology/).

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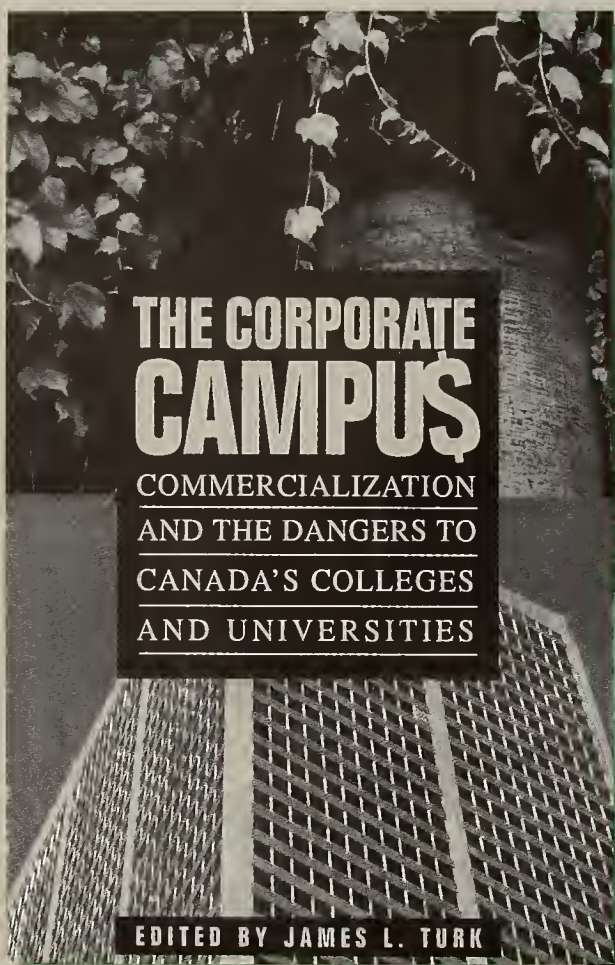
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